

AGENDA  
MASSACHUSETTS AFL/CIO  
EXECUTIVE COUNCIL MEETING  
SEPTEMBER 18, 1986  
PARK PLAZA HOTEL - STANBRO HALL

PRESIDENT'S REPORT

COPE & LEGISLATION - EDUCATION REPORT

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COMMUNICATIONS:

From "Hands Across America" thanking the Mass. AFL/CIO for their support.

From Salem State College inviting Sec.-Treas. Carpenter to the College's annual Convocation.

From Frances Kenin, National AFL/CIO, advising that they are sending literature for our convention.

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From the United Garment Workers of America wishing the Mass. AFL/CIO their best in the Twenty-Ninth Annual Convention.

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From Rep. Joseph Mackey thanking Council for endorsement.

From Marie Howe, State Rep. thanking Council for endorsement.

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From Kristen Demong, Dir., D.E.S., re: their accomplishments and enclosing a 1985 annual report.

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From Frederick Mandel, Exec. Dir., Human Rights Commission re: their new brochures and information sheets.

From Charles Raso, Bus. Mgr. Bricklayers Local 3, re: the BAC Local 3 Centennial Anniversary.

From Union Label and Services Trades Council requesting Pres. Osborn and Sec.-Treas. Carpenter to address the 32nd annual convention.

AIFLD Action Bulletin for Human and Trade Union Rights sent from Wash. D.C.

From United Way of America enclosing copy of MEDIA MONITOR.

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8/21/86

Executive Officers polled.

MMS to authorize Sec.-Treas. Carpenter to attend I.U.E. conference in Portsmouth N.H. on August 22nd. So voted.

8/29/86

Executive Officers polled.

MMS to donate \$500 to Bread and Roses. So voted.

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A meeting of the Body Committee was held on Sept. 10<sup>th</sup>. Minutes were taken and at the conclusion of the meeting, it was ~~noted~~ noted to proceed with any action necessary. to complete the project - 24 Hour Room Service

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PHONE MEMO	TO	Arthur		DATE	9/17	TIME	450
	FROM	M		AREA CODE		NUMBER	
	OF	Sharon O'Brien		EXTENSION			
MESSAGE	Thank you very much for the support of the Mass.						
	AFL-CIO						
PHONED <input checked="" type="checkbox"/>				CALL BACK <input checked="" type="checkbox"/>	RETURNED CALL <input type="checkbox"/>	WANTS TO SEE YOU <input type="checkbox"/>	WILL CALL AGAIN <input type="checkbox"/>
						SIGNED	50
						WAS IN <input type="checkbox"/>	URGENT <input type="checkbox"/>

AIGNER FORM NO. 50-176

FROM:

Massachusetts AFL-CIO  
8 Beacon St  
Boston, MA 02108

U N I O N  
G R A M

FOR THE IMMEDIATE ATTENTION OF:

\*\*CR11

Clifford A. Mello  
39TH St  
Newburyport, Ma. 01950



Dear Clifford A. Mello:

Massachusetts workers and our families have a lot riding on the outcome of Democratic primary elections September 16, when party nominations for major constitutional offices will be decided.

We urge you to vote for the statewide primary candidates endorsed by the Massachusetts AFL-CIO COPE Endorsing Committee. On the basis of their records and platforms, every one of them merits the strong support of working people. They are:

For Governor, Michael Dukakis; for Lieutenant-Governor, Gerry D'Amico; for Attorney-General, James Shannon; for Secretary of State, Michael Connolly; for Treasurer, Robert Crane; for Auditor, Joseph DeNucci.

All these primaries are important. All of our endorsed candidates are extremely worthy. But three of them are in particularly hotly-contested races and will need the all-out support of workers. They are:

\* Gerry D'Amico, for Lieutenant-Governor--As State Senator, he was chief sponsor of legislation demanding workers' right to know about toxic substances used on the job, and of legislation to protect workers in cases of plant closings. Both bills passed.

\* James Shannon, for Attorney-General--A former member of U.S. House, a stand-up friend of working people in Congress and throughout his public life.

\* Joseph DeNucci, for Auditor--As chairman of the Human Services Committee in the Massachusetts House, he has been a strong and consistent advocate of workers' rights and of people-serving programs.

Election of all the endorsed candidates will give our state a strong leadership team that puts top priority on the concerns and needs of working people and our families.

On issues that affect our jobs, our families, our childrens' education, our unions...it will be an effective team that gets the job done.

And that's the bottom line...effective, compassionate government for the people.

**VOTE FOR COPE-ENDORSED CANDIDATES IN DEMOCRATIC PRIMARY SEPTEMBER 16.**

Fraternally,

Arthur R. Osborn, President



TEAR OFF THIS CARD AND TAKE IT TO THE POLL

**REMINDER: LABOR-ENDORSED CANDIDATES  
...TAKE THIS CARD TO POLL SEPT. 16**

**Statewide**

Gov.--Michael Dukakis	Sec. State--Michael Connolly
Lt. Gov.--Gerry D'Amico	Treas.--Robert Crane
Atty.-Gen.--James Shannon	Auditor--Joseph DeNucci

**U.S. House**

**6th Dist.--Nicholas Mavroules**





September 10, 1986  
Dear Mr. Isborn,

This is a biased and ligated list of Labor-Endorsed Candidates for major Constitutional offices in the state of Massachusetts.

With three women equally qualified (and two having greater experience) with the male appoxents, not one was chosen by your so called "Labor-endorsing committee".

This proposed list should be met with great indignation by men and women of the AFL-CIO members, as an insult to their integrity and intelligence in this year of 1986.

I am writing this note due to urging from my husband.

Sincerely,

K. Joyce Mills

Rt. 11 Box 405

Newbury, MA 01950

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## Lundine Endorsed by NYS AFL-CIO in Cross State Tour



*Congressional Candidate George Hochbrueckner, President EJC and Candidate for Lt. Governor Stanley Lundine at Endorsement Press Conference in New York City.*

On July 18th a whirlwind tour across New York State took off from the United Federation of Teacher's Building in Manhattan.

During the 9:00 a.m. Press Conference, New York State AFL-CIO President Edward J. Cleary announced labor's endorsement of Stanley Lundine, for the Office of Lieutenant Governor. Lundine is Governor Mario M. Cuomo's chosen running mate. He will face millionaire developer Abe Hirshfeld and Gilbert Dilucia in a September 9th primary.

President Cleary, along with other union officials praised Lundine on behalf

of his efforts in creating an atmosphere conducive to effective labor/management cooperation within New York State. Congressman Lundine, the former mayor of Jamestown, has been active in saving numerous troubled firms and protecting thousands of jobs for workers in New York.

Lundine said, "As a congressman I have made jobs one of my top priorities. New York is on the move again and I look forward to working with Governor Cuomo to attract even more jobs to New York in the years ahead."

## "Cleaning Up" the Workers Compensation Law

Since its historic inception in 1914, the Workers' Compensation and Disability Benefits Law has been amended over 2000 times. The result is a disorganized patchwork of often contradictory statute, with sentences that often run hundreds of words and sections so complicated that even knowledgeable attorneys cannot make sense of them. This indecipherable mess often means that injured workers and their lawyers have tremendous difficulty in reaching and collecting settlements.

A plan was recently undertaken to "clean up" the law, and to remove its mystery, while retaining its full substance, meaning and benefits. Its reorganization and simplification was recently completed. A draft form has been sent to the Governor's office and hearings will be held throughout the fall. Project Director Charles A. Posner commented on the progress of the bill, "We expect to see passage of this bill early in the 1987 legislative session. Both houses have been on board since the beginning and their support has been an integral part of the recodification program."

One of the top priorities of the project has been to build a consensus for recodification among all the major groups involved in the Workers Compensation Law. Representatives from labor, business, the bar association, insurance carriers and health care providers have been participating on an advisory committee and its subcommittees. This approach has given the project a broad

*Continued on page 3*

*Continued on next page*





## President's Perspective

**Edward J. Cleary**

President New York State AFL-CIO

The following is the text of remarks delivered by New York State AFL-CIO President Edward J. Cleary at the 25th Constitutional Convention of the New York State Building and Construction Trades Council in Syracuse on July 23, 1986.

I want to thank my brothers Peter Brennen and Hank Landau for offering me the opportunity to address you today. As a former officer of this great organization I am proud of your accomplishments and achievements and that you are members of the family of organized labor and the AFL-CIO.

From the Niagara Power Project to the Montauk Lighthouse your artistry skills and craftsmanship built the infrastructure that is New York. Our state is a shining example to the rest of the world of union craftsmen at their best and it is up to us to insure that this shining structure, the product of your labor is not allowed to deteriorate.

On behalf of you and your members the New York State AFL-CIO has embarked on an ambitious agenda of representation. Our legislative headquarters in Albany is open and available for you to use when you travel to our capitol to lobby on behalf of your membership.

We have established a new community services department that is working with the United Way, The Hunger Action Network, The Dislocated Worker Program, The Special Olympics and other agencies.

We have appointed an occupational health and safety committee and committees on health care and education. We have secured a grant under the Job Training Partnership Act and now have three professionals working with dislocated workers to find new meaningful lives.

Our Employee Assistance Program continues to help improve morale, reduce accidents, and decrease sick leave and absences.

We have an energetic committee working on health care cost containment, senior citizen and student programs. We have revitalized our legislative and COPE programs.

Our secretary treasurer has completely modernized our financial and administrative functions and has introduced the latest in computer technology to our operations.

We regularly publish a column providing government leaders, our members, and the public with the views of the state labor movement. Our monthly newsletter titled Unity is distributed to over 5000 leaders statewide.

I come here today asking you to unite behind a program that will empower us to control our own destiny. I speak of the Pension Investment Policy Group. The sell out encourages the use of more than 60 billion of union pension funds for targeted and strategic investments within the State of New York.

I directed the six members of the PIPG to evaluate investment opportunities according to their ability:

*Continued on page 8*

base of support. The project team has also worked closely with members of the New York State Legislature including Senate Majority Leader Warren Anderson, Minority Leader Manfred Ohrenstein, Speaker Stanley Fink, Assembly Minority Leader Clarence Rappleyea, Senator Lack and Assemblymember Frank Barbaro.

To date, the 21 new articles of the proposed law have been drafted, and reviewed by the committee. The law is reduced in content by 35% and outdated material has been removed. The remaining articles are well ordered, with inherent internal logic. Plain language has been used wherever possible especially in the key sections of the law from the claimants viewpoint.

Under the leadership of Chairman Robert Steingut, the primary objective of the Workers Compensation Board over the past three years has been to make the Workers Compensation System more responsive to claimants and less riddled with delay. At the same time the Board attempts to alleviate the burden from the business community.

Chairman Steingut summed up the project; "What we have attempted to do is to make the Workers Compensation law easy to use and understand for those whom it impacts the most—the working men and women of our state."

Anyone with questions about the law or the project is encouraged to call the Board at 718-802-6644.

### Reserve this Date!

The New York State AFL-CIO will hold its annual fund raising dinner on October 23, 1986 at the Sheraton Center in New York City.



He added, "Economic development programs are only effective if we work together, and I look forward to working closely with State AFL-CIO President Edward Cleary the labor movement as we continue rebuilding New York."

As a member of Congress, Lundine actively rallied for the retention of the Davis-Bacon Act, Common Situs Pic-keting, and supported efforts to strengthen OSHA.

"Stanley Lundine has also been a leader in the Congress in trying to establish fair trade policies which will allow New Yorkers to revitalize industries at home and help save American jobs," commented Cleary.

Cleary also announced labor support for Congressional Candidate George Hochbrueckner at the New York City event. Hochbrueckner is seeking the First Congressional District Seat. A member of the New York State Assembly for 10 years, and Chairman of the Sub-Committee on Resource Recovery for eight of those years, Hochbrueckner spearheaded the passage of a law banning garbage landfills in Nassau and Suffolk Counties as of 1990. Because of this ban, at least 13 Resource Recovery Plants will be built which will create thousands of construction and operating jobs for Long Islanders.

As chairman of the Assembly Real Property Taxation Committee, Hochbrueckner promoted property tax relief programs that produced savings for over 15,000 overassessed homeowners.

Cleary and Lundine next stopped in Buffalo for a press conference at which Cleary endorsed Common Council Member, James P. Keane for the 31st Congressional District Seat. The unprecedented Congressional Candidate announcements marked the first early endorsements granted in N.Y.S. AFL-CIO history.

Majority Leader of the Buffalo Common Council, a 25 year member of SEIU, Local 235 and a Buffalo City Firefighter for 5 years, Keane has proven commitment to labor's agenda and the work-

ing needs of men and women.

"Jim Keane's roots are deep in Western New York and his heart and soul are with the people who live and work in the Buffalo area," said President Cleary. "The economic policies espoused by his opponent Jack Kemp have caused massive dislocation of industry and jobs from Western New York to foreign countries." It is time to elect a Congressman who will insist on fair trade agreement and who cares about the working men and women in Western New York", he stated.

Rochester was the next stop on the endorsement tour. There, Cleary endorsed Assemblywoman Louise Slaughter (30, c-d) for the 30th Congressional District Seat.

Slaughter led the fight in the Rochester area for the passage of the "Rebuild New York Bond Issue" which provided over 3,000 jobs. In 1985, she sponsored the Job Development Authority Bill which sought to increase JDA funds by 300 million dollars, thereby increasing JDA participation in job development projects to 60% of their cost. Slaughter was also the sponsor of legislation creating a foreign trade zone for the Xerox Corporation, the largest employer in her district.

Syracuse marked the final stop on the tour. Rosemary Pooler, a strong advocate of consumer affairs, received support from the NYS AFL-CIO, for the 27th Congressional District Seat. Her Congressional endorsement by Cleary is representative of the proven effort and rewards she has succeeded in accomplishing for Syracuse workers.

Pooler has called for legislation to safeguard American jobs. "There is a large difference between free trade and fair trade," Pooler said.

Her opponent, Rep. George Wortley has voted against steel import limits and "domestic content" legislation, which would require that any goods sold in this country be made primarily with American parts.

Pooler also received a check for \$2500 from the International Association of

Machinists Local 2587 at the Press Conference.

The New York State AFL-CIO will announce its endorsements for other statewide races at its 25th Constitutional Convention to be held in late August.

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## **President Cleary and Special Task Force Urge Congress to Reinstate Homeport Funds.**

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NYS AFL-CIO President Edward J. Cleary and the Homeport Task Force (including representatives from the Operating Engineers and The Maritime Port Council) traveled to Washington, D.C. today to meet with members of the New York delegation who voted to kill the Staten Island Homeport.

In conversations with Representatives Charles Schumer, Edolphus Towns, Major Owens, Stephen Solarz, Robert Garcia and Michigan Rep. Dennis Hertel who spearheaded the vote, the delegation explained New York's position in the development of a homeport in Staten Island. "The homeport would provide 6,000 construction jobs and 5,400 permanent military and civilian jobs", said President Cleary.

President Cleary pleaded New York's case to Congressman Hertel and explained the necessity for New York to attract hard dollars vs. soft dollars. Topics of discussion included possible larger financial participation of New York State in the overall project and the inclusion of the continuation of the project in the 1988 Federal Budget.

President Cleary and the Task Force told the Representatives who voted to torpedo the homeport that, "organized labor stands with the Governor, the State Legislature and The Mayor of the City of New York wholeheartedly behind the development of this job intensive project."



## City U. Chancellor Urges Boycott for Non-Union Hotels

The following is a reprint of a letter written by City University of New York Chancellor Joseph J. Murphy to Allan Ostar, President of the American Association of State Colleges and Universities, urging the boycott of non-union hotels:

June 11, 1986

Mr. Allan Ostar  
President  
AASCU  
1 Dupont Circle #700  
Washington, DC 20036

Dear Allan:

I wish to take this opportunity to inform you of my views on a subject which I hope will be of mutual interest. I have noticed that a number of higher education conferences and meetings are held at non-unionized hotel facilities. It seems to me that consideration ought to be given to the establishment of a policy regarding future participation.

I believe that the higher education community should place great value on our linkages with the American labor movement. For a generation and more, organized labor has given us assistance and support. Its role in securing passage of the Higher Education Act of 1965 was critical, and its help in opposing the national administration's funding cutbacks has been vital in saving essential programs. We have no better friends in the American political or economic community.

This relationship between education and labor should not be a one-way street. It seems to me that when we have the opportunity to help our friends in the labor community, we should do whatever we can to advance their legitimate goals.

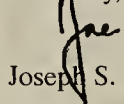
We have such an opportunity now. Organized labor is involved in a continuing effort to secure decent wages and working conditions for hotel employees who, without union representation, are among the most exploited workers in our society. It seems to me only reasonable that higher education organizations should help in this effort by taking every legitimate step to assure that our conferences, training sessions and other gatherings are held at unionized facilities, or at the very least at facilities not subject to adverse union action.

As a practical matter, this simply means contacting the central labor council in a community where a conference is planned and ascertaining which hotels or other sites are unionized, which are not, and which are involved in conflict situations—and making an informed judgement accordingly. On the economic level, this practice will assure that the substantial sums we spend on conferences are not thoughtlessly directed to employers who take advantage of their workers. On the political and philosophical level, it will give clear notice of the extent to which we value our alliance with the labor community.

In Emerson's words, "The only way to have a friend is to be one." The men and women of the American labor movement have been our friends. We should try as best we can to be theirs.

Warm regards.

Cordially,

  
Joseph S. Murphy

bcc: Mr. Tom Hobart

## Cleary Addresses World Future Society Conference

On July 16, 1986, NYS AFL-CIO President Edward J. Cleary was a featured speaker at the World Future Society's 1986 Conference and Exhibit. The conference was held at the Penta Hotel in New York City.

President Cleary joined prominent labor leaders, educators, sociologists, business people and policy analysts in a frank and realistic exploration of present and near future issues regarding crisis management and conflict resolutions. The World Future Society's Conference featured 70 different sessions and President Cleary joined a panel in the session covering labor unions, conflict resolution and the 21st century.

Cleary explained that "the future of organized labor lies in its human service delivery programs, in its ability to use its pension funds to better the lives of all citizens and to assist the business community in the modernization and expansion of existing businesses." Cleary added that "the future of the labor movement also lies in its political strength." "The New York State AFL-CIO has an effective COPE program that trains the rank and file in the sophisticated methods of the endorsement process, voter registration and campaign tactics so that the political community will understand that they must address themselves to the needs of working men and women . . . the political strength of the AFL-CIO gives us independence and allows us to determine our own future". Cleary continued. Cleary went on to say that there has always been and will continue to be an adversary relationship between labor and management. However, this can and must be controlled by the use of:

- Labor/management committees
- Education of the workforce on the problems management faces
- Scientific approaches to productivity including flex-time job sharing, and better working conditions.
- Profit participation for employees.

The World Future Society is a nonprofit educational and scientific organization that is interested in how social and tech-



nological developments are shaping the future. With a membership of 25,000, the society strives to serve as a neutral clearinghouse for ideas about the future including forecasts, recommendations, scenarios, and alternatives.

## **Statue of Liberty Restoration—100% Union**

Our nation's most famous lady, the Statue of Liberty, celebrated her centennial and her reintroduction to society after an extensive two-year restoration, July 4.

Unveiled on October 28, 1886, Lady Liberty stood almost one hundred years without any restoration work. Minor repairs in 1937 were not enough to sustain the ravages of wind, rain, salt, water, pollution, time and the millions of tourists who come from all over the world to see her.

Miss Liberty's extensive two year restoration captured worldwide attention. Members of NYC Building and Construction Trades Council and the N.Y.C. Central Labor Council and highly skilled French copperworkers and craftsmen to painters and numerous other organizations, contributed to the overhaul of the interior and exterior of the statue.

Painters went through four tons of baking soda while removing 99 years of accumulated paint and coal from the statue. The project called for painstaking attention to detail. 20th century materials and technology were combined with one-hundred-year-old techniques to replace sections of the "skeleton," the formation of a new torch and replacement of the seven spikes of her crown.

One hundred different types of hammers formed copper sheets into a flame and torch. Workers turned, twisted, and bent approximately 1700 stainless steel bars to fit the grooves and curves of her gown—each bar taking an average of six hours to place.

July 4th, Lady Liberty shone in the spot-

light as millions of spectators viewed the "new" Statue of Liberty, and a fireworks extravaganza that lit all of New York Harbor. It was a Fourth of July that few will forget, especially the proud union men and women that worked to make our Lady shine again.

## **New York State Labor Coordination Program Celebrates First Year**

The New York State AFL-CIO Labor Coordination Program funded by Title IIA-6070 through Governor Cuomo's office has completed its first year of service to union members and has aided union leaders, labor councils, and the rank & file during the critical times when a plant closes and members look to their unions for help and guidance.

Under the leadership of President Cleary and the Executive Council, the Program has been developing intensive re-employment activities, including grant-writing assistance, which is tailored to meet the needs of the individual union.

Workers assistance workshops have also been held from Dunkirk, Schenectady, Syracuse, and Palisades to New York City to assist unions and their members. These workshops bring together the Private Industry Council, Community College, High School, Vocational School and Community Service Agency representatives in the respective areas. Sponsored by Central Labor Councils, these workshops discuss employment and training, job search and job opportunities, education and community services. Such workshops are currently being planned for the Retail Wholesale Department Store Workers Union, Local 2. The Gimbels Corporation recently announced that the stores in New York and Long Island will be permanently shut down shortly.

Recently through the assistance of the Labor Coordination Program, the Amalgamated Clothing and Textile Workers Union obtained a \$165,579 Title III grant.

This grant will organize a special program to help unemployed shoe workers throughout New York State to assess specific skills, education training and provide job placement. The ACTWU program, called "Shoeworkers United for Employment" has begun its outreach activities, at the New York City ACTWU Shoe Division headquarters, to all shoe-workers. Some of these workers have been laid off since 1980.

The statements by union leaders to the need for this program has received such a positive response that an additional staff person was added in July. Frank J. Jahnke has joined the staff and has been assigned to the Western New York area. Frank is a member of the Steelworker's Union Local 1743, previously associated with the AFL-CIO Human Resources Institute. Frank is a needed and welcomed addition to the New York State AFL-CIO Labor Coordination Program.

Response to the program has been extremely positive. In fact, demand has been so great that an additional staff person was added in July. Frank J. Jahnke has been assigned to the Western New York area. A member of the Steelworkers Union Local 1743, he was previously associated with the AFL-CIO Human Resources Development Institute. He is a much needed and welcomed addition to the New York State AFL-CIO Labor Coordination Program. This first year has been a very successful one. The NYS AFL-CIO is encouraged and pleased with this positive response and is looking forward to another productive year.

## **Cuomo to speak at AFL-CIO Constitutional Convention**

Governor Mario M. Cuomo will be the keynote speaker at the 24th Constitutional Convention of the New York State AFL-CIO, which will run from August 24th-28th.

Cuomo will address various labor issues including problems currently facing the movement, and the advances and gains that labor has made during his term. All delegates are strongly urged to attend this very important address.



## Fireworks Cap Niagara Power Project's 25th Anniversary Celebration



**PATHWAY TO POWER**—Workmen build two conduits to carry water from the Niagara River under the City of Niagara Falls to the New York Power Authority's Niagara Power Project. Photo was taken in 1960, the year before the 2,400,000-kilowatt project produced its first electricity. The conduits since have been covered and the area landscaped.

On Thursday, July 31, the New York Power Authority staged their Silver Anniversary reunion to honor the tradespeople who built the Niagara Power Project. The reunion was part of the Power Authority's year-long celebration of Niagara's 25 years of operation.

More than 11,000 members of the Building and Construction Trades Council moved mountains of dirt and rock, re-located roads and utility lines to pave the way for its construction. When it began operation, it was the biggest power project on the continent and beyond. Construction employment climbed to a peak of 11,700 in the summer of 1960 as tradesmen pushed themselves to bring the project to first power within three years of the start of work ... an ambitious goal that was met.

## One Vote Doesn't Count? Baloney!

There's one in every crowd. As a matter of fact, there are several—the ones who, when you try to register them, or to get them out to vote, tell you: "Why should I bother? My one vote won't count."

There's an answer for that: Baloney!

But if you want a longer answer, tell them about Democratic Rep. Frank McCloskey of Indiana's 8th congressional district. McCloskey is in the House now on the strength of—after six months of counts, recounts and re-recounts—only four votes out of more than 233,000 votes cast. (The loser in 1984, Richard McIntyre, is going for a rematch this year.)

You can also remind the doubters that John F. Kennedy won the Presidency over Richard Nixon in 1960 by fewer than 120,000 votes, less than one vote per precinct nationwide.

You might mention, too, that Lyndon Johnson won his first race in the U.S. Senate in Texas by about 80 votes out of more than two million cast. And look where he wound up.

In fact, some of the senators running for re-election this year had hairy contests six years ago. Steve Symms (R-Idaho) won by only 4,442, out of 433,144 votes cast, Bob Kasten (R-Wis.) by 32,770 votes out of 2,163,568, Mack Mattingly (R-Ga.) by 22,000 out of 1,555,500, Pat Leahy (D-Vt.) by 2,463 out of 203,907.

One vote doesn't count? Baloney!

## "Labor and the Community: Working Together"

"Labor and the Community: Working Together for a Better New York" was the theme of the first New York State AFL-CIO Community Services Conference held on July 17-20, 1986 at the Rensselaerville Institute. Over sixty local union central labor body community representatives discussed contemporary community issues and developed strategies for more successful liaisons with public and voluntary agencies. The program is designed to facilitate the development of programs that will improve the quality of life for all residents of our state.

The Conference was opened by Sal Ingrassia, IUE Vice-President of the State Federation and Chairperson of the Community Services Committee. "Organized labor has made tremendous contributions to communities across this state," said Vice-President Ingrassia. "Plant closings, mass lay-offs, cutbacks in spending on human service needs, and other problems continue to challenge us and, as a labor movement, we should be prepared to rise to that challenge."

President Ed Cleary also stressed the importance of union community service work. "In working to improve the quality of life for our union brothers and sisters, we have helped to create a better life for all New Yorkers," stated President Cleary. "But there is a tremendous need to do more. The well-being of our union movement, our members and our families depends on the health of our entire society."

Other key speakers included Frank Emig, AFL-CIO Director of Community Services, Humphrey Donahue, Director of Region VII AFL-CIO, Paul Cole, Sec. -Treas. of the NYS AFL-CIO, and Colleen Crawford, Director of Community Services.

Brother Donahue highlighted the role of community services programs in light of the AFL-CIO's Report "The Changing Situation of Workers and their Unions"

*Continued on next page*



Continued from page 6

and offered suggestions on how unions could increase the participation of their members in the labor movement. Sec. Treas. Cole elaborated on recent studies on the changing nature of work and the worker and suggested that community services programs should be willing and prepared to meet new needs of the contemporary worker. An overview of state and local community service programs was provided by Colleen Crawford.

Panel discussions focused on model community services programs, union/peer counseling programs, building coalitions with community and non-traditional groups. Labor's long-standing partnerships with the United Way, the Red Cross, and the Boy Scouts were also highlighted. Employment and training specialists, Judith Holmes McFatter and Ed Aspinall, provided a work plan for servicing the unemployed. Director of EAP and Promotional Services, John Quinn, discussed different Employee Assistance Program models that unions could follow.

The highlight of the Conference was an afternoon workshop in which the groups were given different model problems and using what they learned, were asked to develop a community service program that would successfully solve them.

Participants turned in extremely positive evaluations of the conference. Conferencees also enjoyed the opportunity to talk on an informal basis to people around the state and with varying degrees of expertise.

If you would like information about the conference or how to go about establishing a community service program in your union, contact Colleen Crawford at 518-436-8516. A limited number of conference kits are still available.

## The Albany Tricentennial Float: 300 Years of Progress



*Prizewinning New York State Building and Construction Trades float at Tricentennial Parade in Albany.*

The Tri-City Building and Construction Trades Tricentennial float evolved from a dream to a reality over the past four months with the culmination of a first place award on Saturday, July 19.

168 floats and units lined a six mile stretch in downtown Albany, in the gala event. The parade was one of the many painstakingly planned Tricentennial events.

The judges realized it was impossible to miss the team of oxen pulling the "300 Years of Progress" float sponsored by the Tri-City Building Trades Commission. Asked by Lou Swyer of the Tricentennial Committee 4 months ago to enter a float, Hank Landau, President of the Building Trades, took him up on the idea.

"It's a very dramatic undertaking. It's a highly coordinated project that involves a number of very talented people, dedicated enough to make a dream become a reality," Landau said.

Landau added, "The Tri-City Building Trades are deeply rooted in this area. We are happy to have been and to be a

part of Albany's history." The float will be on display to the public at the New York State Museum.

Designed by noted area artist Len Tantilla, the float displayed a cluster of "dollhouse-like" buildings surrounded by actual shrubbery. Life-size enlargement photographs of downtown Albany's modern South Mall buildings stood out from behind wooden houses, surrounded by brick. Jennifer Allegra, Lisa Morris, Dan Ragule, and John Miller, children and relatives of Tri-City Building & Construction Trades workers were clearly visible waving to the crowd in their authentic Dutch costumes.

With added support from the AFL-CIO, the Power Authority and the Albany Central Federation of Labor, the float evolved into a life-like display of the progress the Tri-City Building Trades has seen in the Albany area.

"The float was a labor of love and as testimony of the skill of a union craftsman," said NYS AFL-CIO President Edward J. Cleary. "The same hands that build the infrastructure in our state have demonstrated their pride in their

*Continued on next page*



451 Park Avenue South  
New York, New York 10016



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Permit No. 237

- To contribute new capital to the economic well-being of the community
- To promote harmonious labor management relations
- To preserve labor standards
- Encourage employment of workers represented by organized labor
- Support employers who abide by equal opportunity employment standards and enhance the quality of life of union members and their families

Further we must make the Comptroller of New York State abandon his ridiculous "The Best Return" Policy and instead actively employ cyclical financing of New York State projects which will benefit pensioners, pension funds, and the State of New York. This policy is, on its face, a profitable and sound investment system.

Individual building trades have used innovative investments of pension funds for the construction of hotels, dormitories, and other construction projects in Buffalo, Rochester and Syracuse. I laud their leadership and I ask all of you to follow that job intensive initiative and join us in the Pension Investment Policy Group Program.

We must move in this direction because the manufacturing base in our state is falling apart and the only job growth we are currently experiencing is in the service industries.

Conventions give us a great opportunity to discuss issues and interact with our brothers and sisters from throughout New York. Whether or not we discuss politics and social issues, OSHA standards, apprenticeship programs or wage standards, we have this one thing in common . . . we represent the greatest skilled craftsmen in this country or in any other. We need look no further than New York Harbor on the Fourth of July to see the fruits of our work personified in The Statue of Liberty.

I am proud as a building tradesman to know that our art is not housed in a museum . . . it is the museum itself. Our carvings are not displayed on someones mantel but are dug through the sides of mountains. Our dedication is displayed every day in the creation of the greatest buildings, roads, dams, and power plants that make New York the greatest place in the world.

Thank you.

*Edward J. Cleary*

*Continued from page 7*

community with this magnificent piece of artistry."

Also donating services to the production of the float were the Capitol Repertory Theater, the Griffin Media Group, the Colonie Sign Shop, V.F. Conner Company and Mr. George Van Etten.



UNITY  
The official monthly  
publication of the  
New York State  
AFL-CIO

Edward J. Cleary  
President

451 Park Avenue South  
New York, New York 10016  
(212) 689-9320

Paul F. Cole  
Secretary/Treasurer

100 S. Swan Street  
Albany, New York  
(518) 436-8516



TO: Arthur

FROM: John

RE: Expense Report Solidarity Day 1986

UNION CATERING	\$1,407.00
SOFT DRINKS	200.00
FACE PAINTING	104.00
BARTENDERS	90.00
MUSIC (2 GROUPS)	400.00
MAGICIAN	200.00
PUPPETEER/CLOWN	100.00
VIDEO RENTALS	30.00
HALL	300.00
PRINTING	100.00
	<hr/>
	\$2,931.00





9/17/86

Note to ARO from GEC

Recommend that we increase the amount paid to the Credential Committee from \$50 to \$100 for the week. (The Election Committee gets \$50 a day when they are in session, whereas the Credential Committee works the entire week for \$50.)





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for  
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for  
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replacement

August 21, 1986

Dear Arthur,

Mr. Walter Horn has notified me by phone that I have successfully been chosen for the permanent position of Consiliator II in the Springfield area effective September 17, 1986. I am very pleased and excited to be a part of the Industrial Accident Program of which you are the Chairman.

I would like to thank you for all your support over the past three years during the J.T.P.A. program. I sincerely look forward to working on my new job and helping the project be successful and continuance of our working relationship. I have requested that Paul Eustace, Sec. of Labor transfer me from my present position to my new position as of the effective date.

It is with great regret that I leave my present position in the dislocated workers program. Labor has truly presented themselves PROUDLY through out the J.T.P.A. program. Active involvement and staffing of the worker assistance centers with "dislocated workers" has been the key element in the success story in Massachusetts. Labor made the difference between good and great!

I sincerely hope that with all the budgetary cuts that Labor will continue to be out front in the efforts to service dislocated workers in all stages of planning, implementation and staffing with "dislocated workers" who know what they need to re-enter the work force.

Mass. AFL-CIO can surely be proud of delivery of services to workers in a format that is the right approach and there when it is needed the most.

Again thank you very much. See you in September.

Sincerely,

*Norma Hicks*

Norma Hicks







THE

# HOMEPORT INFORMATION TASK FORCE

333 ATLANTIC AVENUE • BROOKLYN, NEW YORK 11201

## FACT SHEET STRATEGIC HOMEPORTING IN NEW YORK

### Local Economic Impact

- \* \$597 million economic activity during five year construction phase
- \* \$228 million increased permanent annual economic activity after completion of the base
- \* \$22 million annual increase in local city and state revenue - will exceed any increased costs of services provided by at least \$135,000--probably more
- \* 1,730 new construction jobs per year for five years during construction phase
- \* 1,250 permanent new on-base and ship repair jobs per year
- \* 1,830 permanent new "induced" jobs per year
- \* 4,500 permanent new military jobs in the area per year

### Strategic Factors

- \* Current homeports concentrate the fleet (more than half of the Navy's ships are currently concentrated in only three ports) - this Gives the Soviet Union strategic and tactical advantages and denies best use of U. S. geography and assets
- \* The Navy's strategic homeporting plan increases deterrence through increased flexibility and complicating of Soviet targeting
- \* Faster access to potential trouble spots (north Atlantic, north Pacific, Caribbean)
- \* Improved logistic support and industrial base
- \* More efficient training and operating of Navy units through better integration of key forces



### Cost Factors

- \* In 1980, there were 479 ships in the U. S. Navy - in 1992, there will be 609 - current homeports are filled to capacity and will require costly expansion to absorb this rebuilding of the Navy
- \* The Navy's strategic homeporting plan will cost approximately \$846 million over five years - building new facilities in existing ports will cost approximately \$629 million - the net cost is approximately \$217 million over a five year period - thus, for about half the cost of a new frigate, stretched over five years, the country avoids the strategic disadvantages and achieves the advantages described above - PLUS, the New York area, and other communities involved in the plan gain jobs and very substantial economic benefits for themselves and their families

CONGRESSMEN WHO VOTED AGAINST NAVY HOMEPORTS  
(VOTED FOR CONGRESSMAN HERTEL'S AMENDMENT)

MASSACHUSETTS

Atkins, Chester G. (D)  
Boland, Edward P. (D)  
Donnelly, Brian J. (D)  
Early, Joseph D. (D)  
Frank, Barney (D)  
Markey, Edward J. (D)  
Mavroules, Nicholas (D)  
Moakley, Joe (D)  
Studda, Gerry E. (D)





If you require additional information, please do not hesitate to call Ed Panarello (718-834-7829) who is responsible to handle this issue for our State Federation.

Best wishes and kind regards.

Fraternally,

*Edward J. Cleary*

Edward J. Cleary  
President

EJC:mkn  
Encs.  
opeia/153

Over come Nuke  
25 June Mich  
87 budget

3 or 4.

CAN NOT  
TAKE BACK  
OF  
present Fleet

CONFERENCE REPORT  
AFTER Aug 15<sup>th</sup>

Jobs  
FOR  
N.E





JAMES E. HATFIELD  
President

JOHN E. MARA  
Secretary-Treasurer

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SEPT  
meeting

## Union Label & Service Trades Department AFL-CIO



815 SIXTEENTH STREET, N.W., WASHINGTON, D.C. 20006 (202) 628-2131

### VICE PRESIDENTS

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EUGENE GLOVER  
JAMES J. RILEY  
CARL SCARBROUGH  
ANDREW J. SWAFFORD  
DOMINICK D'AMBROSIO  
SIGURD LUCASSEN  
OLE M. BERGE  
VINCENT SIRABELLA  
CALVINA S. LITTLE  
JOHN A. GANNON  
WILLIAM H. WYNN  
JOHN M. DEFEE  
SOL FISHKO  
EDGAR L. BALL  
H. MAX WEBSTER  
JACK F. MOORE

August 22, 1986

To: AFL-CIO National and International Unions  
State and Local Central Bodies

Dear Trade Unionist:

As you know, the AFL-CIO Executive Council and the United Mine Workers of America have endorsed a boycott of products made by Shell Oil Company, a wholly owned subsidiary of Royal Dutch Shell. The purpose of the boycott is to urge the company to stop its mistreatment of black workers in South Africa and to insist that the company end its tolerance of the vicious system of apartheid.

Enclosed is a sample resolution which your organization may wish to consider for action to indicate support of the Shell boycott. We would appreciate receiving a copy of the resolution if it is adopted. Also, if you are planning a Labor Day event, you may want to consider including Shell boycott activities.

If you are interested in having a speaker on the Shell boycott participate in a convention or other meeting you are planning, please contact this department.

Sincerely and fraternally,

John E. Mara  
Secretary-Treasurer

JEM:eh  
Enclosure  
opeiu#2





## Sample Resolution

### BOYCOTT SHELL OIL

The struggle of the black South African trade union movement against the vicious, racist system of apartheid deserves the full support of all American trade unionists.

The International Confederation of Free Trade Unions has been working closely with the black South African unions to determine appropriate targets for action by the labor movement worldwide, and the first of those targets is the multi-national oil company, Royal Dutch Shell.

The request for action grew out of a request from South Africa's National Union of Mineworkers and the Miners International Federation. Early in 1985, black miners left a Shell-owned mine in Reitspruit to attend a memorial service for a miner killed on the job. When the company fired four shop stewards as punishment, the miners struck. The company fired 86 workers and conducted other vicious reprisal measures.

The AFL-CIO and the United Mineworkers of America have sanctioned a boycott of Shell products, and the action has been endorsed by a number of civil rights, religious and community organizations. To demonstrate their support of the boycott, trade unionists have been cutting their Shell credit cards in half, sending one half to the AFL-CIO where they are collected and sent to the company.

The boycott is aimed at products of Shell Oil, not at individual merchants. Shell Oil in the United States is an appropriate target since the company is wholly-owned by Royal Dutch Shell. The boycott is intended to press the U. S. company to demand changes in the parent company's policies, and to help bring an end to the vicious system of apartheid;

Therefore be it resolved, the members of \_\_\_\_\_ condemn the Shell company for its repressive treatment of black workers in South Africa and refuse to use Shell products until Royal Dutch Shell ends its repressive treatment of black South African workers and takes action to end apartheid.

## CHAPTER 10

The first part of the chapter discusses the importance of maintaining accurate records of all transactions. This is essential for the proper management of the business and for the preparation of financial statements. The second part of the chapter discusses the various methods of accounting for the different types of assets and liabilities. The third part of the chapter discusses the various methods of accounting for the different types of income and expenses.

The fourth part of the chapter discusses the various methods of accounting for the different types of capital. The fifth part of the chapter discusses the various methods of accounting for the different types of equity. The sixth part of the chapter discusses the various methods of accounting for the different types of debt.

The seventh part of the chapter discusses the various methods of accounting for the different types of income. The eighth part of the chapter discusses the various methods of accounting for the different types of expenses. The ninth part of the chapter discusses the various methods of accounting for the different types of assets and liabilities.

The tenth part of the chapter discusses the various methods of accounting for the different types of equity and debt. The eleventh part of the chapter discusses the various methods of accounting for the different types of income and expenses.

The twelfth part of the chapter discusses the various methods of accounting for the different types of assets and liabilities. The thirteenth part of the chapter discusses the various methods of accounting for the different types of equity and debt. The fourteenth part of the chapter discusses the various methods of accounting for the different types of income and expenses.

The fifteenth part of the chapter discusses the various methods of accounting for the different types of assets and liabilities. The sixteenth part of the chapter discusses the various methods of accounting for the different types of equity and debt. The seventeenth part of the chapter discusses the various methods of accounting for the different types of income and expenses.

The eighteenth part of the chapter discusses the various methods of accounting for the different types of assets and liabilities. The nineteenth part of the chapter discusses the various methods of accounting for the different types of equity and debt. The twentieth part of the chapter discusses the various methods of accounting for the different types of income and expenses.



# MASSACHUSETTS / AFL-CIO

Voice of Organized Labor 400,000 Strong

September 16, 1986

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THOMAS G. EVERS  
JOSEPH C. FAHERTY

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GEORGE J. O'BRIEN  
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RICHARD E. POST  
JOHN F. SIMMONS  
CHARLES E. THOMPSON  
BARNEY WALSH

K. Joyce Mello  
Rt. 11, Box 405  
Newbury, MA 01950

Dear K. Joyce Mello:

Due to your interest concerning the Massachusetts AFL/CIO political endorsements, I feel I should try to explain some of what takes place, before and while these endorsements are made.

Our "Labor Endorsing Committee" is called C.O.P.E. (Committee on Political Education). It is comprised of 57 voting members as follows: 41 officers of our State Federation which geographically covers the entire state and 14 Presidents of Regional Central Labor Councils (who also represent geographically the entire state), the Northeast Regional AFL/CIO Director and last but not least the Massachusetts AFL/CIO Director of C.O.P.E.

During an election year the Regional Central Labor Councils meet with local unions in their specific areas. Following discussion, debates and voting, their recommendations for endorsements are then forwarded to our State C.O.P.E. Committee who meet usually twice during an election year.

Again, labor voting records and other pertinent data is reviewed (all candidates seeking our endorsements send information and answer our survey questionnaire). More discussion, debates and voting takes place before the official endorsement takes place.

Many candidates who are women are endorsed, and in fact, in our "Special Friends Program" which targets three tough contests where extra help can make the difference between winning and losing, two out of three "1986 Special Friends" are women.

Concerning the Constitutional contests, all three female candidates who I assume you referred to could not match their endorsed candidate's labor records.

In the Lieutenant Governor's race, the female candidate, who I consider a friend of mine, has spent a significant amount of her time in public service as the Secretary of Economic Affairs. This office is referred to by most union people as the Secretary of Business. On the other hand, our endorsed candidate had an outstanding voting record on all labor issues and led the fight on most of them.

**MASSACHUSETTS / AFL-CIO**  
8 Beacon Street, Boston, MA 02108  
Telephone: (617) 227-8260



# THE HISTORY OF THE

PROGRESS OF THE

ART OF

MANUFACTURING

IN

THE

UNITED STATES OF AMERICA

FROM THE

EARLY PERIOD

TO THE

PRESENT

STATE

OF THE

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OF

In the Attorney General's contest, the AFL/CIO endorsed candidate had a great voting record for working people, both in the State House and also in Congress.

In the auditor's race, once again, the AFL/CIO endorsed candidate had an outstanding voting record on all workers' issues.

Under my Presidency, we have appointed the Massachusetts AFL/CIO's first Women's Committee and we also played a major role in reorganizing the Coalition of Labor Union Women. We do encourage women to run for office both in public office and in union office. We believe, that genuine solidarity and strength in the trade union movement will only come by establishing equality.

Although you many not agree with parts of this explanation, I am hopeful you will have a better overall understanding of our endorsement process.

Thank you for including your address.

In Solidarity,

A handwritten signature in dark ink, appearing to read "Arthur R. Osborn", with a long, sweeping horizontal stroke extending to the right.

Arthur R. Osborn, President  
Massachusetts AFL/CIO



American Hotel &  
Motel Association

## HOW TO GET THE MOST OUT OF THE MEETING

1. This Meeting belongs to YOU and its success rests largely with you.
2. Enter into the discussion ENTHUSIASTICALLY.
3. GIVE FREELY of your experience.
4. CONFINE your discussion to the problem.
5. Say what you THINK.
6. Only ONE PERSON should talk at a time. Avoid private conversation while someone else is speaking.
7. BE PATIENT with other members.
8. APPRECIATE others point of view.

Our objective is to make this meeting as profitable to YOU as possible. If we can be of assistance, please let us know.

Saunders Hotels



RAIN DATE Sept. 28th.

## SOBER DAY 1986

Celtics  
Red Sox  
Pat's  
Bruins  
INVITED

Kate Sullivan  
TV-7-In person

Saturday , September 27th  
8 AM to 4 PM  
At the Hatch Shell  
Storrow Drive, Boston

### First

## M.D.C. Special Services Sponsored Field Day

SAL VELLA-Star Award Winning Film, "NO ONE SAY'S HELLO ANYMORE". TV-38...In person.  
\*\*\* \*\*

IRV WEINER known in Show Business as "MR FINGERS " the Magician will perform.  
\*\*\* \*\*

### Celebrations , Meetings and More

Donations  
Accepted.

- \* Meetings for Sober Young Alcoholics !
- \* Meetings for Clean Drug Addicts !
- \* Old Time Sober Alcoholics Meeting !
- \* Family Meetings !

MUSIC LIVE  
"KISS FM 108"

OTHER  
ENTERTAINMENT

BOBBY CALVERT, a recovering Alcoholic, who died at the age of 34, of Cancer, will be honored  
with a ROAD RACE around the CHARLES RIVER

N.A.

WELCOME!

Food and Drink ~~ONSALE~~ Coffee  
Games Softball  
Volleyball Books  
Awards Hospital Displays

MSCHPA

WELCOME!

I/We will Play Softball \_\_\_\_\_

I/We will Play Volleyball \_\_\_\_\_

I/We will Enter The Road Race \_\_\_\_\_

Name \_\_\_\_\_

Address \_\_\_\_\_

City or Town \_\_\_\_\_

A.A. WELCOME!

Call Richard Savickas, Sports Events Chairman at  
~~576-7684~~ (work) 523-8881  
576-7684 (home)  
or mail to: John T. Mahan, Chairman  
M.D.C. Special Services  
107 Charles Street  
Auburndale, Mass. 02166  
tel. 965-3614

SOBER DAY 1986

8/21/86

Exec. GF.

MMS to authorize  
GEC to attend  
IUE Conference -  
in Portsmouth  
N.H.  
on Aug. 22nd.

8/29/86

EX CFK

Passed

\$500 to

Brend

+

Rose

ARO

Mike Galt

522-3479

C

10/8



Sponsored by WMJX Magic 106.7 FM

May 25, 1986  
(617) 482-4464

HANDS ACROSS MASSACHUSETTS  
P.O. BOX 352  
BACK BAY ANNEX  
BOSTON, MA 02117

◆ Special thanks to:

- The Coca-Cola Bottlers of New England
- Governor & Kitty Dukakis
- Metropolitan Police
- MetroParks
- City of Boston and the Mayor's Office
- Star Market
- The Fund for the Homeless
- Anne-Marie Rowan/Aigner Associates
- Young Ambassadors Int., Ltd.
- Nancy Suttles/SCN, INC.
- Diane Iuliano/Visual Consultants
- Quik Print
- Archdiocese of Boston
- The Omni-Parker House
- Hanson Printing Co., Inc.
- Continental Recording
- AudVid Productions
- Film Arts
- Capron, Incorporated
- USA Cinemas
- Bostonian Press
- John Sullivan Associates
- Des Champs Printing
- Kodak
- Entertainment Network
- Telebelles
- Massachusetts AFLCIO

August 27, 1986

To All of Our 'Hands' Friends:

The months have passed, the pictures have slowly been collected, the names and addresses of all the participants have been sent to the national--and, still, the memory and vision of what we all accomplished, working together, are bright and, still, quite remarkable.

Hopefully, you'll forgive the delay in getting this message to you, for the message is no less sincere, no less filled with gratitude because of the passage of time:

On behalf of those who will benefit from your efforts, on behalf of sponsor WMJX Radio, my staff, the other organizers and the 15,000 who were there on May 26, 1986 as part of the effort, my personal thanks to you for making 'Hands Across Massachusetts' the tremendous success it was. In all, we raised over \$120,000 to help feed America's hungry and homeless, making 'H.A.M.' one of the most successful off-line efforts in the country on behalf of Hands Across America. My thanks to all who participated in the day's events, and my thanks to those who have helped to collect the photographs, video and other materials that will help to document our efforts.

You may also be interested to know that there are still those of us who would like very much to make Hands Across Massachusetts an annual event on behalf of our hungry and homeless. We are looking for sponsors and would welcome your support and input.

Once again, our deepest thanks for all your help. The enclosed photo is courtesy of WMJX/Magic 106.7 Radio and my agency and will serve as a proud reminder in the future of your part in one of this country's finest moments. Let's do it again sometime!

Very sincerely,

*Anne-Marie Rowan*

Anne-Marie Rowan, Exec. Producer/H.A.M.  
Aigner Associates  
23 Baker Street  
Belmont, MA 02178  
(617) 484-5151





Help to  
Commitment  
9.12.86



President James T. Ansler  
Cordially Invites You to  
The Annual Academic Convocation

of  
Salem State College

Convocation Address by  
Professor John Strange  
College of Public and Community Service  
University of Massachusetts

Thursday, October 9, 1986  
11:00 a.m.

Library Function Room  
The Library

Office of the President  
Salem State College  
Salem, MA 01970



Mr. George E Carpenter  
AFL-CIO  
8 Beacon Street  
Boston, MA 02108

# American Federation of Labor and Congress of Industrial Organizations



815 Sixteenth Street, N.W.  
Washington, D.C. 20006  
(202) 637-5000

## EXECUTIVE COUNCIL

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John T. Joyce  
Larry L. Dugan, Jr.  
Gene Upshaw

September 10, 1986

*File to  
American Federation  
of Labor*

## MEMORANDUM

TO: George Carpenter

FROM: Frances Kenin

*Frances Kenin*

We have sent you under separate cover 900 pieces of USX lockout literature. Thanks for your assistance in distributing this at your upcoming convention.

Enclosed please find a copy of the AFL-CIO's resolution with regard to the lockout. I hope this is helpful to you.

If I may be of any further assistance please do not hesitate to let me know. My telephone number is 202/637-5130.

Enclosure

FK:bl  
opeoiu 2 afl-cio



UNIVERSITY OF MICHIGAN  
LIBRARY  
ANN ARBOR, MICHIGAN  
48106-1000

THE UNIVERSITY OF MICHIGAN  
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ANN ARBOR, MICHIGAN  
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Statement by the AFL-CIO Executive Council

on

**The Lockout at USX**

August 7, 1986

Chicago, IL

Fifty years ago, U.S. Steel stood apart from the other major steel companies by its willingness at that time to bargain collectively with its employees over the terms and conditions of their employment. Today, 50 years later, the company that now calls itself USX stands apart by its refusal to engage in good-faith bargaining.

USX waited until the last possible moment before it was willing to start bargaining with the United Steelworkers of America for a new agreement to replace the one that expired on July 31, 1986. When the Steelworkers offered to extend that contract temporarily to allow the parties to continue their efforts to negotiate a new agreement, USX refused. Instead, USX locked out its 22,000 employees and shut down its 25 facilities.

The Steelworkers Union has successfully negotiated with the other major steel producers new agreements providing for significant sacrifices by the employees of those companies which are to be treated as employee investments in the future of those companies and to be recouped as the companies become more profitable. Before those agreements were reached, the employers recognized the Union's entitlement to review the companies' financial records to determine whether and to what extent employee sacrifices were appropriate. And those companies agreed to join with the Steelworkers in a joint campaign to change the public policies on steel imports and steel usage that are the principal causes of the domestic steel industry's present situation.

USX is demanding more drastic wage cuts than those negotiated by the other major steel producers. Yet USX refuses to allow the Union to review the company's financial records. What little information USX has chosen to release belies the company's cries of distress and shows that USX is the lowest-cost producer in the steel industry and

# THE HISTORY OF THE

REIGN OF

CHARLES THE FIRST

IN WHICH ARE CONTAINED THE  
MOST IMPORTANT PASSES OF HIS REIGN  
FROM HIS MARRIAGE TO HIS DEATH  
BY  
JOHN BURNET  
OF  
GLASGOW  
IN A NEW EDITION, WITH  
A HISTORY OF THE  
COMMONWEALTH OF ENGLAND  
FROM THE DEATH OF CHARLES THE FIRST  
TO THE RESTORATION OF CHARLES THE SECOND  
BY  
JOHN BURNET  
OF  
GLASGOW  
IN TWO VOLUMES.  
LONDON, Printed by J. Sturges, at the  
Sign of the Anchor, in St. Dunstons Church  
Lane, 1724.

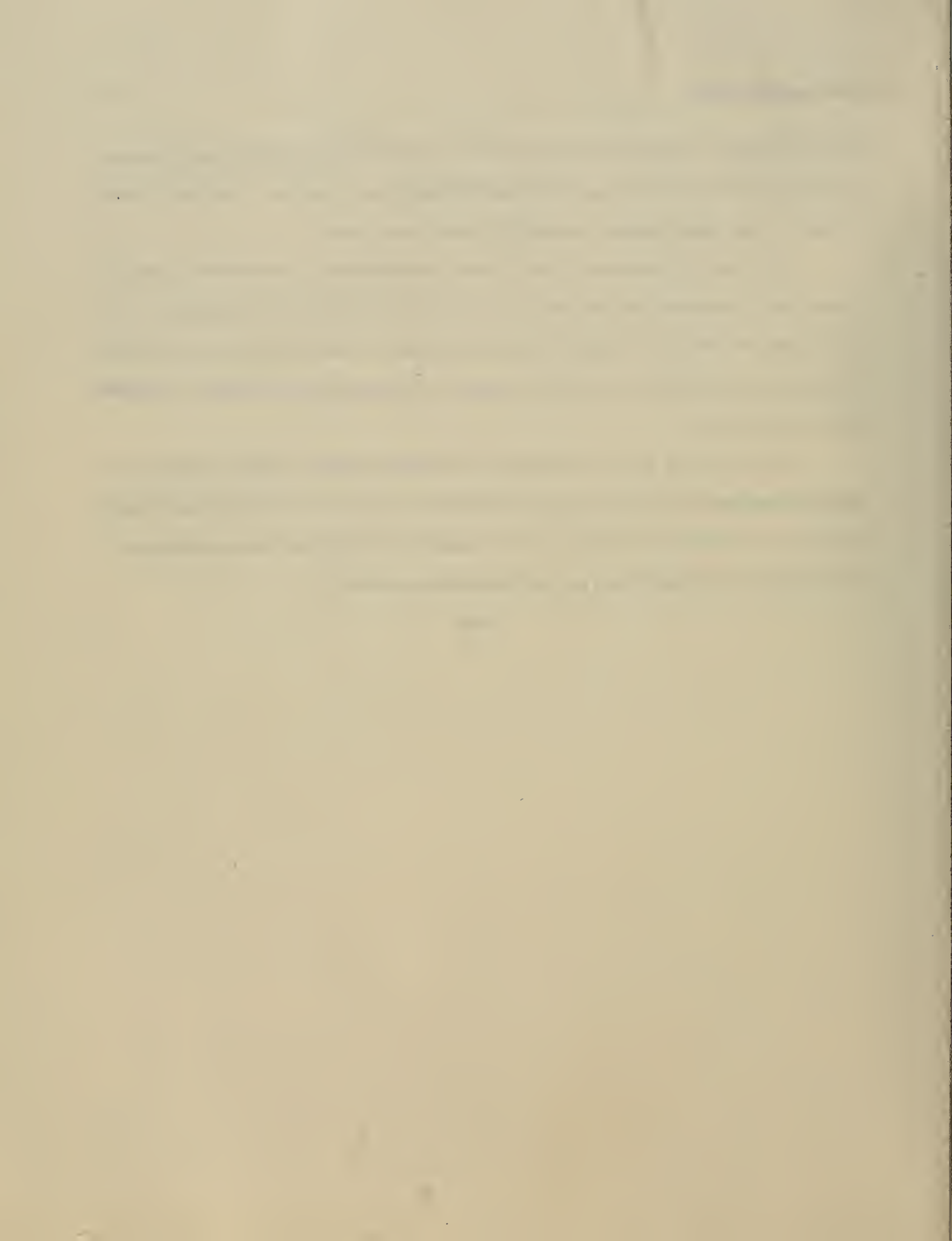
that, as a result of concessions the Steelworkers previously granted, USX's labor costs per ton of steel were reduced by over 25 percent during the past two years. USX also refuses to join the joint union-industry campaign to reform public policy.

USX's use of strong-arm tactics to force its employees to accept unwarranted and unjust wage reductions symbolize the type of action that occurs all too often today. For that reason, the AFL-CIO Executive Council has created a special committee to mobilize the resources of the labor movement in support of the locked-out steelworkers and against the tactics of USX.

We call on USX to end its program of intransigence and to bargain in good faith with the Steelworkers Union. We urge all affiliated unions and all state and local central bodies to provide the full measure of their support to the locked-out steelworkers and their Union in their battle for a fair and honorable agreement.

**###**





# MEOC

MICHIGAN  
EMPLOYEE  
OWNERSHIP  
CENTER, INC.

1880 Penobscot Building, Detroit, MI 48226

(313) 964-5040

Refer to  
Exec Council  
at  
Oct m 79

Resolution approved by  
The Metropolitan Detroit AFL-CIO Council,  
12th Constitutional Convention,  
May 16, 1986.





RESOLUTION FOR EMPLOYEE OWNERSHIP

WHEREAS, Ronald Reagan's economic policies have been a total and complete failure, and

WHEREAS, the Reagan policies have resulted in an official Michigan 1985 average unemployment rate of 9.9%, with over 15 million workers nationwide suffering total or partial unemployment on any given day during this past year, and

WHEREAS, under Reagan's policies plants and businesses continue to close or layoff significant number of workers, and

WHEREAS, National AFL-CIO President Lane Kirkland has described employee ownership as a "promising approach" for averting business closings, retaining and creating jobs, saving communities, and providing workers with increased control over their work lives, and

WHEREAS, 8,000 American Companies (including averted closings and long-term profitable companies), employing nearly 10 million workers have some form of employee ownership, with the number of new plans increasing at a 10% annual rate, and

WHEREAS, in Michigan, majority or minority employee owned companies include White Pine Copper Mine and McLouth Steel (United Steelworkers of America), and Franklin Forge, U.S. Graphite, Chrysler, Ford, and General Motors (United Automobile Workers) among over one hundred other businesses of all sizes, and

THE HISTORY OF THE

REIGN OF KING CHARLES THE FIRST

1625-1649

THE HISTORY OF THE REIGN OF KING CHARLES THE FIRST, FROM HIS MARRIAGE TO HIS DEATH, IN TWO VOLUMES. BY SAMUEL JOHNSON, ESQ. VOL. I.

THE HISTORY OF THE REIGN OF KING CHARLES THE FIRST, FROM HIS MARRIAGE TO HIS DEATH, IN TWO VOLUMES. BY SAMUEL JOHNSON, ESQ. VOL. II.

THE HISTORY OF THE REIGN OF KING CHARLES THE FIRST, FROM HIS MARRIAGE TO HIS DEATH, IN TWO VOLUMES. BY SAMUEL JOHNSON, ESQ. VOL. I.

THE HISTORY OF THE REIGN OF KING CHARLES THE FIRST, FROM HIS MARRIAGE TO HIS DEATH, IN TWO VOLUMES. BY SAMUEL JOHNSON, ESQ. VOL. II.

THE HISTORY OF THE REIGN OF KING CHARLES THE FIRST, FROM HIS MARRIAGE TO HIS DEATH, IN TWO VOLUMES. BY SAMUEL JOHNSON, ESQ. VOL. I.

WHEREAS, all unions are going to face the question of employee ownership in the coming years, whether in the context of negotiated benefit packages, corporate financing schemes, retiring owners, plant closings, anti-takeover strategies or as part of a broader collective bargaining strategy, and

WHEREAS, The Michigan Employee Ownership Center (MEOC) has been created by labor, government, and business leaders to retain and create jobs by providing educational services, and coordinating legal, and business services when an employee buyout or Employee Stock Ownership Plan is being considered, and

WHEREAS, labor has benefited from MEOC's assistance in averting business closings, and providing workers with more control of their work lives,

NOW THEREFORE BE IT RESOLVED that the Metropolitan Detroit AFL-CIO urges its affiliates to explore employee ownership as a tool for saving jobs and communities, and increasing worker control, and to consider incorporating employee ownership issues as part of their overall collective bargaining strategy, and

BE IT FURTHER RESOLVED that the Metropolitan Detroit AFL-CIO endorses and supports the Michigan Employee Ownership Center (MEOC), and urges its affiliates to familiarize themselves with the services and assistance MEOC offers, and

BE IT FURTHER RESOLVED that Metropolitan Detroit AFL-CIO encourages its affiliates to contact the Michigan Employee Ownership Center (MEOC) as soon as an employee ownership possibility arises because lead time is essential to make these projects work.

ST. FRANCIS HOUSE

39 Boylston Street

Boston, Ma.

(617) 542-4211

*Ref to  
Communion  
9.8.86*

Mailing Address:

P.O. Box 499

Essex Station

Boston, Ma. 02112

September 8, 1986

Dear Friends:

Someone was inspired to write this poem about the homeless:

"God, let me find the lonely ones

Among the throng today.

And let me say the word to take

The loneliness away.

So many walk with aching hearts

Along the old highway.

So many walk with breaking hearts

And no one understands:

They find the roadway rough and steep

Across the barren lands:

God help me lighten weary eyes

And strengthen nerveless hands.

God, help me brighten dreary eyes

And let my own grief be

A sure reminder of the grief

Of those who walk with me."

You make it possible for us to more than "lighten weary eyes" of the poor and homeless of Boston by your kindness. Please accept my sincere thanks for your recent donation.

Gratefully,

*Fr. Louis*

Fr. Louis Canino, O.F.M.  
Co-executive Director



Sheet Metal Workers International Association Local Union No. 17

of Eastern Massachusetts and Rhode Island

A.F.L. - C.I.O.

1157 ADAMS STREET • DORCHESTER, MA 02124

Telephones 296-1680 - 81

MICHAEL WALSH  
Business Manager  
ROBERT D. SPINNEY  
Financial Secretary-Treasurer  
MICHAEL SMALL  
Organizer

Business Agents  
JOHN BEAN  
ROBERT FANNING  
ROBERT HARDIMAN  
MANUEL SILVIA JR.

September 12, 1986

RE: Health and Safety Commission

Dear Sisters and Brothers:

Enclosed is a copy of the minutes of our August 14, 1986 meeting and the AFL-CIO Executive Council policy statement regarding mandatory drug and alcohol testing.

You are reminded that the next meeting is scheduled for Monday September 22, 1986 at 10:30 a.m. in the AFSCME Conference Room 8 Beacon Street Boston. The agenda will include.

1. Finding a Recording Secretary
2. Forming a Newsletter Sub Committee
3. Discussing the committees role in the upcoming convention
4. Discussing the enclosed policy statement
5. Discussing "Sentinel Health Events" (SHE)
6. Discussing an upcoming conference sponsored by the Jewish Labor Committee on occupational hazards for women in the work place.

As we hope to start at 10:30 a.m. sharp with an eye towards 12:00 adjournment, I would appreciate a call if you are unable to attend or know that you will be late.

In Solidarity,

*Bob Spinney*  
Robert D. Spinney  
Financial Secretary-Treasurer

RDS: ep  
C.C. A. Osborn  
Enclosure

150 ERNEST STREET • PROVIDENCE, RI 02904 • Telephone 1-401-467-7075

591 SUMMER STREET • NEW BEDFORD, MA 02740 • Telephone 1-999-3050



C

# EMERSON COLLEGE

100 BEACON STREET BOSTON, MA 02116  
617 578-8500

September 9, 1986

HAND DELIVER

James P. McDermott  
President  
Merrimack Valley Building Trades  
200 Sutton Street  
North Andover, MA 01845

Dear Jim,

Attached is Emerson's commitment to the use of 100 percent Union crew on our job in Lawrence.

If you have any questions, please don't hesitate to call me.

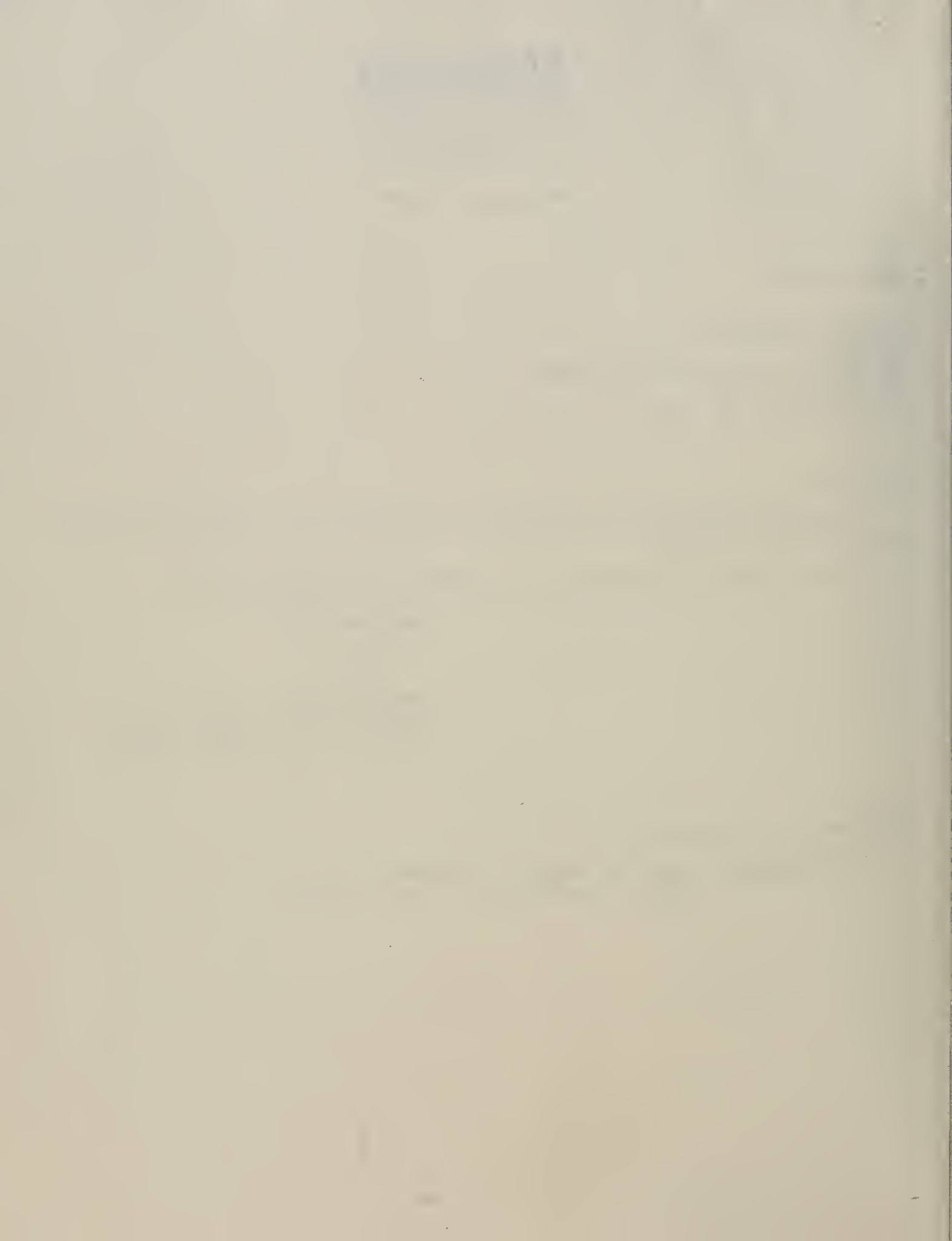
Best regards,



Dan Posnansky  
Associate Vice President for  
Construction and Real Estate

DP:bjl  
Attachment - As stated

cc (w/attachment): Allen E. Koenig, President  
John C. Zacharis, Sr. Vice President  
File





# EMERSON COLLEGE

100 BEACON STREET BOSTON, MA 02116  
617 578-8510

ALLEN E. KOENIG  
PRESIDENT

September 4, 1986

James P. McDermott, President  
Merrimack Valley Building Trades  
200 Sutton Street  
North Andover, MA 01845

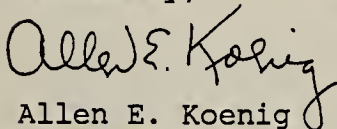
Dear Mr. McDermott,

As per our recent conversation, I am hereby committing Emerson College to the use of a 100 percent Union crew on its \$70 million construction project on the banks of the Merrimack River in Lawrence, Massachusetts.

This commitment is given with the understanding that this project will be "strike free" and we will in partnership, therefore, be able to guarantee the citizens of Lawrence and many generations of future Emerson College students a timely, cost effective, college campus that is second to none.

We look forward to carrying on the long-standing tradition of Lawrence, Massachusetts -- the respect and admiration for organized labor -- the backbone of America.

Sincerely,



Allen E. Koenig  
President



# AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS

NICHOLAS ROUSSOS  
PRESIDENT

OSCAR L. BARON  
SECRETARY-TREASURER

**UNITED  
LABOR  
COUNCIL  
OF  
GREATER FALL RIVER  
MASSACHUSETTS**

244 PRATT AVENUE  
SOMERSET, MASSACHUSETTS  
02726

TEL. 617-674-5762

5

September 8, 1986

Giro Cardinal, Director  
Massachusetts AFL-CIO  
Union Label Committee  
8 Beacon Street, Third Floor  
Boston, MA. 02108

Dear Brother Cardinal:

For the past two years "Coors" has participated in sponsoring what has developed into the "Coors Classic", a bike race in New Bedford. This year, this event was expanded to include a tri-city road race (cycle) and involved New Bedford, Fall River and Taunton.

It is my understanding that Bristol County Development monies will contribute \$25,000 next year to this event. Tax-payers' monies being used to promote, in part, this product which is on our national boycott list, is indeed a slap in our face. I would hope that attention be given this matter by those concerned, in seeing to it that no public monies be appropriated and that other sponsors be sought out for this event.

Fraternally,

Nicholas Roussos  
President

NR:rp  
opeiu-6

C.C. Arthur Osborn, President, MA. AFL-CIO  
James Macedo, President, New Bedford Labor Council





Congressman  
**Ed Markey**

September 11, 1986

Mr. Arthur R. Osborn  
President  
Massachusetts/AFL-CIO  
8 Beacon Street  
Boston, Massachusetts 02108

Dear Arthur:

Thank you for your letter of August 28, 1986. I am proud of my record on behalf of the working people of my district, and recognition from the Massachusetts AFL-CIO is truly appreciated.

I look forward to working with you over the next two years to address our mutual concerns.

Again, thank you for your support.

Sincerely,



EDWARD J. MARKEY

EJM:mcc

# Ed Markey

U.S. Senator

100 Congress Street  
Boston, MA 02108  
Tel: 617-725-6000  
Fax: 617-725-6001  
www.edmarkey.com

For more information on the issues I care about, please visit my website at [www.edmarkey.com](http://www.edmarkey.com).

Thank you for your support and interest in my work.

Sincerely,  
Ed Markey

Ed Markey  
U.S. Senator

Page 1



COMMUNICATIONS WORKERS OF AMERICA  
AFL-CIO

*Local 1365*

P.O. BOX 68  
1627 OSGOOD STREET  
NORTH ANDOVER, MASSACHUSETTS 01845  
TELEPHONE  
374-8542 688-6038

September 11, 1986

Mr. Paul J. Eustace, Secretary  
Executive Office of Labor  
The Commonwealth of Massachusetts  
1 Ashburton Place - Room 2112  
Boston, Massachusetts

02108

Dear Paul:

With reference to your letter of August 29, 1986, please be advised that I will be unable to attend your scheduled conference on October 22, 1986, for labor representatives on the Boards of Trustees of the community and state colleges. I will be attending our District I Conference at that time.

As a member of the Board of Trustees at Northern Essex Community College, please be assured that I support your ideas regarding labor education courses and would appreciate your consideration of informing me of any future meetings or conferences that may be scheduled on this matter.

With best personal regards, I remain

Sincerely,

LOCAL 1365 C. W. A.

Daniel A. Beauregard, President

DAB:jmh

CC: Mr. Arthur Osborn







Coalition of Labor Union Women  
Greater Boston Chapter  
725 South Street, Roslindale, MA 02131

PRESIDENT

Joanie Parker, IUE

VICE PRESIDENT

Bepie McNally, UFCW

SECRETARY

Janet Walker, AFGE

TREASURER

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EXECUTIVE BOARD

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Louise Miller, UFCW

Nancy Mills, SEIU

Laurie Sheridan, IUE

Dot Thomas, HERE

Mary Ann Williams, Carpenters

TO GREATER BOSTON CLUW CHAPTER MEMBERS

MEMBERSHIP MEETING

WEDNESDAY, SEPTEMBER 24, 1986  
7:00 P.M.

SEIU 285, 7th FLOOR  
145 TREMONT STREET, BOSTON

AGENDA:

1. TRAINING FOR CAMPAIGN FOR CHOICE

We will have a staff person from the Campaign for Choice provide a training session on how to get our vote against the Anti-Abortion Amendment on the November ballot. Statistics show eighty per-cent of Massachusetts voters are pro-choice, but we must get them to vote NO on this Anti-Abortion Amendment.

2. FINANCIAL AND MEMBERSHIP REPORT

3. REPORT FROM COALITION FOR PAY EQUITY  
AND UPDATE ON PARENTAL LEAVE BILL

4. COMMITTEE MEETINGS

We will be making plans for the committees over the next year: affirmative action, child-care, legislative, pay equity, organizing the unorganized, building the membership, fundraising.

THIS IS AN IMPORTANT MEETING FOR ALL MEMBERS TO ATTEND.

COME AND BRING YOUR FRIENDS AND CO-WORKERS!

Our first anniversary celebration on August 21 was great. Once again, introductions were a chance to learn from each others' union experiences. We showed the video CLUW: THE FIRST DECADE which is available through the chapter video library. The celebration ended with a delicious CLUW birthday cake.

At the August 21 meeting, we also held elections for the chapter delegates to the CLUW convention on November 7-10 in St Louis. Our chapter is eligible for nine slots (one for every ten members). Those nominated and elected unopposed were: Rosetta Burns (ILGWU), Doug Butler (AFSCME), Jackie Corbett (UFCW), Abbey Ferder (UFCW), Peg Hurley (UFCW), Janice Loux (Local 26, HERE), Barbara Rice (Local 26, HERE), Laurie Sheridan (IUE) and Janet Walker (AFGE).

Beppie McNally (UFCW), Louise Miller (UFCW) and Joanie Parker (IUE) will go as automatic delegates. Several other members will be going as delegates from their unions. The Boston Chapter will be well represented!

The questionnaire from that meeting showed that most members want us to focus our work on Building the Membership. Plans to address this will be discussed at the next Executive Board and Membership meetings. Bring your ideas!

#### IMPORTANT LEGISLATIVE UPDATE

A senate vote to confirm Wm. H. Rehnquist as the 16th Chief Justice of the U.S. Supreme Court is pending. We must do all that we can to stop this appointment. Wm. Rehnquist will seriously jeopardize our constitutional rights and liberties.

Call or write immediately your Senators, Governor and Union Leaders to urge a NO vote to stop this appointment.

SEE YOU ON WEDNESDAY SEPTEMBER 24th.

C  
7/25/86  
JL

Court-Appointed Committee of Asbestos-Related Litigants and/or Creditors  
Representing Asbestos-Health Claimants of Manville Corporation  
(Asbestos Victims Committee)

Elihu Inselbuch, Counsel, Caplin & Drysdale, Chartered, 10 East 53rd Street, New York, New York 10022, (212) 319-7125

September 9, 1986

Mr. Arthur Osborn  
President  
Massachusetts AFL-CIO  
8 Beacon Street, 3rd Floor  
Boston, MA 02108

Dear President Osborn:

I am counsel for the court-appointed committee representing the interests of asbestos victims in the Manville Corporation reorganization proceedings. I am writing to you because union members are among the thousands of men and women who have contracted asbestos-related diseases.

This month, Manville is launching a national print and television campaign to alert all creditors, shareholders and asbestos victims that they have an opportunity to vote on the Plan of Reorganization. The Plan establishes a Trust to provide compensation to current and future asbestos victims which will receive at least \$2.5 billion in funding over time. Information on the Plan is enclosed.

Any union member, past or present, who was exposed to Manville asbestos or Manville asbestos products and has either filed a lawsuit against Manville or another asbestos manufacturer, or has an asbestos-related disease so diagnosed by a physician, is entitled to vote. The deadline for voting is November 14, 1986.


Please help us reach your current and retired members by:

1. Encouraging the use of the enclosed ad and story in your next union publication. (Copies have been sent to all labor press editors of local and international unions, AFL-CIO councils and departments.)
2. Including copies of the ad in your next mailing.
3. Asking locals to post copies on all union bulletin boards.
4. Communicating directly with union members about the Plan and voting.

The establishment of this Trust marks a major victory in the fight to compensate victims of occupational asbestos-related disease. With your cooperation, we can make sure all asbestos victims have an opportunity to receive fair compensation.

I am available to answer personally any of your questions concerning the Plan or the voting process.

Sincerely,



Elihu Inselbuch  
Counsel

encl.

Stanley J. Levy, Esq. (Chairman)  
Scott Baldwin, Esq.  
Frederick M. Baron, Esq.  
Alan M. Darnell, Esq.

James F. Early, Esq.  
Richard F. Gerry, Esq.  
Paul T. Gillenwater, Esq.  
Robert R. Hatten, Esq.

Thomas W. Henderson, Esq.  
Shepard A. Hoffman, Esq.  
Gene Locks, Esq.  
J. Kenneth Lynch, Esq.

Ronald L. Motley, Esq.  
Norman Perlberger, Esq.  
Michael Y. Rowland, Esq.  
Joseph D. Shein, Esq.

Robert B. Steinberg, Esq.  
Gordon A. Stemple, Esq.  
Robert E. Sweeney, Esq.  
James E. Vermeulen





# Asbestos Victims To Vote On Plan ✓ For Multi-Billion-Dollar Trust Fund



**T**he main court proceedings involving the largest number of occupation-related disease cases in American history will soon come to an end if asbestos victims and other creditors approve a plan to establish a Trust to compensate current and future asbestos victims which will receive at least \$2.5 billion in funding over time.

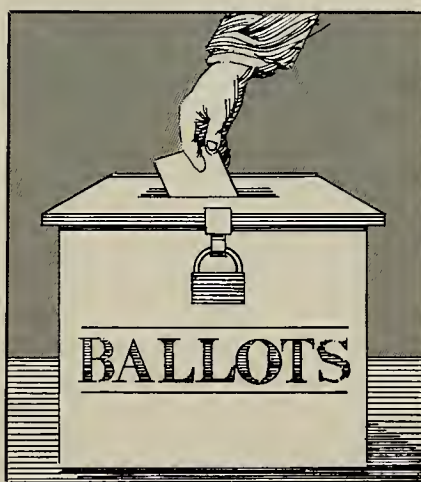
The victims were the millions of men and women who were exposed to asbestos fibers which cause respiratory diseases and cancer. The defendant was the Manville Corporation which produced a major portion of all asbestos used as fireproofing and insulation in ships, pipes, and buildings.

As evidence emerged directly linking asbestos with certain diseases, more and more people sued the corporation. In August of 1982 when the number of lawsuits had reached almost 16,500 with more than 400 new cases being filed every month, Manville declared bankruptcy.

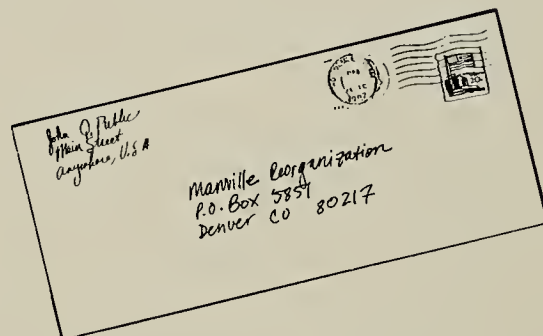
The hearings and negotiations dragged on for four more years. In the end, the lawyers for the asbestos victims negotiated a strong plan to pay current and future vic-

tims of asbestos-related diseases. The Reorganization Plan to bring Manville out of bankruptcy will provide for the largest cash settlement that a corporation has ever paid to the victims of occupational diseases.

The Bankruptcy Court has ruled that all individuals exposed to Manville asbestos or Manville asbestos products who have filed a lawsuit against Manville or other asbestos producers, and people who have a verified asbestos-related disease, have a right to vote on the Plan. Ballots must be postmarked on or before November 14, 1986.



Anyone with an asbestos-related disease who has not received a ballot should consult his or her lawyer, or call toll free 1-800-445-5412 for more information, or write: Manville Reorganization, P.O. Box 5851, Denver, CO 80217.



The main element of the Plan is a special Trust to pay compensatory damages to all present and future asbestos victims. In return the company will receive a court-ordered injunction permanently preventing victims from bringing any more suits against the newly-reorganized corporation, and from receiving punitive damages, so that Manville will be able to afford to fund the Trust.

The court-ordered Reorganization Plan explains the details of how the Trust will operate. Victims will be paid through a special Claims Resolution Facility established to handle all claims as quickly and fairly as possible. While people will not be allowed to collect punitive damages, victims retain all other legal rights to use arbitration, mediation, or trial by jury in the courts to obtain a satisfactory settlement for compensatory damages.

The Trust will initially be funded with \$815 million, including \$615 million from Manville's insurance companies. After the first three years and continuing for 24 more

years, Manville will pay the Trust \$75 million a year. Also, after the first four years and if needed, the Trust will be entitled to draw up to 20 percent of Manville's profits forever.

In addition to those payments, the Trust will own an initial 50 percent of Manville common stock, and a Manville convertible preferred stock which may be converted, if needed, into another 30 percent of common stock. In economic terms this means that the Trust will own the equivalent of 80 percent of Manville common stock.

Over time, the Trust will receive at least \$2.5 billion in cash assets alone. It will be governed by a board of six Trustees who have already been selected with the consent of the Asbestos Victims Committee.

Manville is now a completely different company. The top man-

agement of the company has been changed and it is no longer in the asbestos business. Its new board of directors will include Stanley J. Levy, Chairman of the Asbestos Victims Committee. Under the Plan, as long as there are victims of asbestos disease, the Manville Corporation will be paying those victims.

While no plan can satisfy every creditor, the Reorganization Plan is the best alternative to liquidating the corporation which would have brought the victims substantially less than they are expected to receive under reorganization.

In order for the Bankruptcy Court to confirm the Reorganization Plan, it must first be approved by asbestos victims and Manville's other creditors.

The Asbestos Victims Committee publicly announced its support for Manville's Bankruptcy Reorga-



nization Plan, and launched a massive nationwide publicity effort aimed at encouraging victims to vote for the Plan.

In addition to print and television messages aimed at the general public, the media strategy also especially emphasizes reaching men and women in unions. Many of the people exposed to asbestos were organized workers who made asbestos products or worked in construction or shipbuilding.

## **ATTENTION**

### **People With Asbestos-Related Diseases**

**Manville has filed a Plan to compensate asbestos victims. You have a right to vote on that Plan.**

**VOTING DEADLINE—NOVEMBER 14TH**

Manville, formerly Johns-Manville, at one time the nation's largest producer of asbestos products, has been in bankruptcy for the past four years. A Plan to reorganize the corporation has been developed that establishes a Trust to provide compensation to current and future asbestos-disease victims. Over time, the total cash funding available to the Trust is expected to exceed \$2.5 billion.

The Trust will administer a Claims Resolution Facility, so that victims will be paid quickly and fairly. To ensure that Manville will be able to fund the Trust far into the future, suits can be brought only against the Trust and not directly against Manville.

The Bankruptcy Court has ruled that you have a right to vote on the Plan if you were exposed to Manville asbestos or Manville asbestos products and:

You have filed an asbestos-related health lawsuit against Manville (Johns-Manville) or any other asbestos producer.

**OR**

You have not filed a lawsuit, but you have an asbestos-related disease which has been diagnosed by a physician.

To get a ballot and Plan materials, contact your lawyer or call toll free 1-800-445-5412 or write to Manville Reorganization, P.O. Box 5851, Denver, Colorado 80217.

If the Plan is confirmed, you will still be able to file a claim for compensation with the Trust, even if you don't vote or are not eligible to vote now but develop an asbestos-related disease in the future.

It is very important that all asbestos victims who are eligible to vote do vote on the reorganization.

The court-appointed Asbestos Victims Committee has approved the Plan as in the best interests of all asbestos victims and urges you to vote YES to accept the Plan.

**A Plan confirmation hearing will be held on December 15, 1986 at 10:00 a.m. in the United States Courthouse, Room 234, Foley Square, New York, New York.**



REPRESENTATIVE

# Barbara Hildt

Committee to Re-elect Barbara Hildt State Representative  
24 Belmont Street, Amesbury MA 01913 388-3647

September 5, 1986

Mr. Arthur R. Osborn, President  
Massachusetts/AFL-CIO  
8 Beacon Street  
Boston, Ma. 02108

Dear Mr. Osborn,

I wish to thank you and the Committee on Political Education for your endorsement of my candidacy for reelection.

There are many organizations which offer support to candidates. No such endorsements, however, carry the weight of that from the united voice of labor. I have attempted throughout my legislative career to fairly represent the needs and aspirations of working people to the House of Representatives. It is gratifying to know that my voting record has, in your judgement, worked toward that end.

I look forward to again serving the people of the First Essex District, and also to serving the four hundred thousand people organized statewide who seek to create a more productive, satisfying and equitable workplace within our Commonwealth.

Once again, thank you for your support.

Sincerely,



BARBARA A. HILDT  
State Representative

BAH/bnc



Please vote Primary Day • Vote **DEMOCRAT** November 6







UNITED SERVICE  
ORGANIZATIONS, INC.

World Headquarters  
601 Indiana Avenue, N.W.  
Washington, D.C. 20004  
(202) 783-8121

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Ronald W. Reagan

Honorary Campaign Chairman  
Bob Hope

Chairman  
Dennis P. Long

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Gen. George S. Blanchard  
USA (Ret)

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Michael E. Menster

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Vice President and Treasurer  
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Vice President and Assistant Treasurer  
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Executive Director  
Richard J. Goldfarb

Program Director  
Carole M. Felz

USO COUNCIL OF NEW ENGLAND, INC.  
46 Joy Street, Boston, Massachusetts 02114 (617) 720-4949

Dear Executive Committee Member:

The next Executive Committee Meeting will  
be held:

SEPTEMBER 18, 1986

12:00 NOON - 1:30 P.M.

USO COUNCIL OF NEW ENGLAND

Please RSVP if you will or will not attend by  
calling 720-4949.

Thank you.

Sincerely,

James J. McAllister  
President

(Suggested cost of luncheon - \$2.00)





THE GENERAL COURT OF MASSACHUSETTS  
State Senate  
Committee on Ways and Means  
STATE HOUSE, BOSTON 02133

HON. ROBERT D. WETMORE  
WORCESTER, FRANKLIN, HAMPDEN  
AND HAMPSHIRE DISTRICT  
ROOM 409  
TEL. (617) 722-1540

CHAIRMAN:  
COMMERCE AND LABOR  
SPECIAL COMMISSION  
ON HAZARDOUS WASTE  
MEMBER:  
SENATE WAYS AND MEANS  
NATURAL RESOURCES  
AND AGRICULTURE  
LOCAL AFFAIRS

September 9, 1986

Arthur R. Osborn, President  
Massachusetts AFL-CIO  
8 Beacon Street  
Boston, MA 02108

Dear Mr. Osborn:

Thank you for your recent letter informing me that my candidacy for re-election to the State Senate has been endorsed by the Massachusetts AFL-CIO Committee on Political Education.

It has been a pleasure working with the Massachusetts AFL-CIO over the years on issues of mutual concern, and I appreciate your acknowledgement of my efforts through this endorsement.

Please convey my thanks to your members as well, and if I can be of service to you in any way in the future, don't hesitate to call on me.

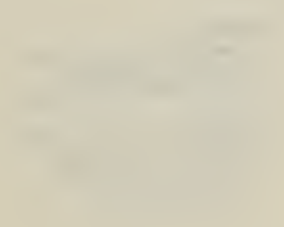
Sincerely,

ROBERT D. WETMORE  
Senator

RDW:ljo



THE UNIVERSITY OF CHICAGO  
LIBRARY



1911

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# LOCAL 1445

A. F. L. - C. I. O.



725 South Street ★ Boston, Massachusetts 02131 ★ 327-6000 - 6001 - 6002  
PAUL CROWE, PRESIDENT PAUL DUFAULT, SECRETARY-TREASURER

Arthur Osborn, President  
Massachusetts AFL-CIO  
8 Beacon Street  
Boston, Massachusetts 02108

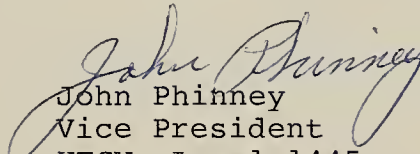
September 9, 1986

Dear Mr. Osborn,

Thank you very much for your participation in our  
United Food & Commercial Workers Local 1445 Seminar, held  
on September 8, 1986, at the Park Plaza.

We received most favorable comments on your address  
from the one hundred and twenty-four stewards assembled,  
and look forward to working with you in the future.

Fraternally and in solidarity,

  
John Phinney  
Vice President  
UFCW, Local 1445

JP:rc





# International Brotherhood of Electrical Workers

## Local 455

655 Page Blvd. • Room 213 • Springfield, Mass. 01104  
Telephone 413-733-7398



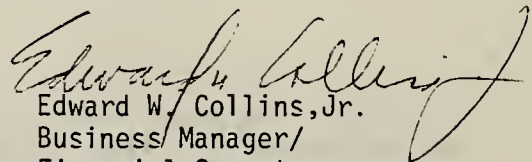
Edward W. Collins, Jr.  
Business Manager/Financial Secretary

September 9, 1986

To: Committee to Elect Sal Albano

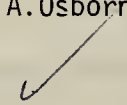
At the request of Mass. AFL-CIO President Arthur Osborn, enclosed please find a check in the amount of \$50.00. This represents voluntary contributions from Local 455-IBEW members.

Sincerely,

  
Edward W. Collins, Jr.  
Business Manager/  
Financial Secretary

encl. ck.

cc: A.Osborn



THE UNIVERSITY OF CHICAGO  
DEPARTMENT OF CHEMISTRY  
5408 S. DICKINSON STREET  
CHICAGO, ILL. 60637



TO THE HONORABLE SENATE OF THE UNIVERSITY OF CHICAGO  
FROM THE DEPARTMENT OF CHEMISTRY  
SUBJECT: [Illegible]

[Illegible signature and text]

[Illegible text]





*The Commonwealth of Massachusetts*  
*Executive Office of Labor*  
*One Ashburton Place*  
*Boston, Ma. 02108*

MICHAEL S. DUKAKIS  
GOVERNOR

PAUL J. EUSTACE  
SECRETARY

September 2, 1986

Arthur Osborn  
Mass AFL-CIO  
8 Beacon Street 3rd Floor  
Boston, MA 02108

Dear Arthur:

I am sure you share with me support of workplace policies which aid workers and their families. Thus, I think you may be interested in attending the upcoming hearings of the Special Commission on Parenting Leave headed by the Honorable Mary Jane Gibson. (See notice attached).

In addition to parenting leave the commission is also considering the issue of income replacement for temporary disabilities which are not covered by workers' compensation.

If you have further questions or suggestions please feel free to call my office at 727-6573.

Sincerely,

A handwritten signature in cursive script, appearing to read "Paul J. Eustace".

Paul J. Eustace  
Secretary of Labor

PJE:wc

REPUBLIC OF THE PHILIPPINES  
DEPARTMENT OF AGRICULTURE  
BUREAU OF PLANT INDUSTRY



OFFICE OF THE  
DIRECTOR

MANILA

RECEIVED  
JAN 10 1908  
BUREAU OF PLANT INDUSTRY  
MANILA

NO. 10

TO THE HONORABLE SECRETARY OF AGRICULTURE  
AND FOREST SERVICE  
DEPARTMENT OF AGRICULTURE  
MANILA  
FROM THE DIRECTOR OF THE BUREAU OF PLANT INDUSTRY  
MANILA  
SUBJECT: REPORT ON THE PROGRESS OF THE  
BUREAU OF PLANT INDUSTRY DURING THE YEAR  
1907

REPORT

MANILA  
1908



# AFSCME Council 93

American Federation of State, County and Municipal Employees  
8 Beacon Street, Boston, MA 02108 367-6000

Joseph Bonavita  
Executive Director

Herbert Ollivierre  
President

Joseph Lydon  
Executive  
Vice President

Natalie Baker  
Recording  
Secretary

James Donovan  
Treasurer

Thomas DaSilva  
Sgt. at Arms

*Refer to  
Communication  
M.C.C.*

September 3, 1986

Mr. George Carpenter  
Secretary/Treasurer  
Massachusetts AFL-CIO  
8 Beacon Street  
Boston, Massachusetts 02108

Dear Brother Carpenter: *George*

On behalf of the officers and members of AFSCME Council 93, I would like to take this opportunity to extend an invitation to you to join us at our Third Biennial Legislative Conference to be held at Hilton at Colonial, Wakefield, Massachusetts on September 26 through 28, 1986.

Hoping that you are able to join with us, I remain,

Fraternally,

*JMB*  
Joseph M. Bonavita  
Executive Director

JMB/dmc

# Journal

Oct 10  
1880

1880

At 10 o'clock we left the city for the mountains. The weather was clear and the view was beautiful. We traveled for several hours and reached the mountains at 4 o'clock. The mountains were very high and the view was very beautiful. We stayed at a hotel and had a very good dinner. The hotel was very nice and the service was very good. We went to bed at 10 o'clock and had a very good night's sleep. In the morning we went for a walk in the mountains and saw many beautiful views. We returned to the hotel at 5 o'clock and had a very good dinner. We went to bed at 10 o'clock and had a very good night's sleep. In the morning we went for a walk in the mountains and saw many beautiful views. We returned to the hotel at 5 o'clock and had a very good dinner. We went to bed at 10 o'clock and had a very good night's sleep.

1880





# MASSACHUSETTS / AFL-CIO

Voice of Organized Labor 400,000 Strong

September 12, 1986

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THOMAS G. EVERS  
JOSEPH C. FAHERTY

**SECRETARY - TREASURER**

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RICHARD E. POST  
JOHN F. SIMMONS  
CHARLES E. THOMPSON  
BARNEY WALSH

Joseph M. Bonavita  
Executive Director  
AFSCME Council 93  
8 Beacon Street  
Boston, MA 02108

Dear Joe:

Thank you for your kind invitation to attend your Biennial Legislative Conference from September 26 - 28, 1986.

It is with deep regret that I must decline as I will be out of state at a Northeast Council meeting and will not be returning until the 28th.

Once again, thank you, and I hope I will be able to attend next year.

Fraternally,

George E. Carpenter, Jr.  
Secretary-Treasurer

opeiu-6  
afl/cio

**MASSACHUSETTS / AFL-CIO**

8 Beacon Street, Boston, MA 02108

Telephone: (617) 227-8260

# DISCUSSION

1. The first point to be made is that the results of the experiment are in good agreement with the theoretical predictions.

2. The second point is that the results are in good agreement with the theoretical predictions.

3. The third point is that the results are in good agreement with the theoretical predictions.

4. The fourth point is that the results are in good agreement with the theoretical predictions.

5. The fifth point is that the results are in good agreement with the theoretical predictions.

6. The sixth point is that the results are in good agreement with the theoretical predictions.

7. The seventh point is that the results are in good agreement with the theoretical predictions.

8. The eighth point is that the results are in good agreement with the theoretical predictions.

PETER S. diCICCO

PRESIDENT

JAMES D. FOLAN

VICE PRESIDENT

ROBERT S. SCOTT

SECRETARY-TREASURER



NEW ENGLAND DISTRICT COUNCIL TWO

INTERNATIONAL UNION of ELECTRONIC, ELECTRICAL,  
TECHNICAL, SALARIED and MACHINE WORKERS

AFL - CIO

PAUL JENNINGS BUILDING

335 Central Street, Saugus, Massachusetts 01906-2398

(617) 233-4807

September 3, 1986

Mr. George Carpenter  
Secretary-Treasurer  
Massachusetts/AFL-CIO  
8 Beacon Street  
3rd Floor  
Boston, MA 02108

*Ref to  
Communication  
pt. P.C*

Dear George:

Please find enclosed a recent letter that we mailed to each of the striking members of IUE Local 276 who are now into their seventh week of the strike against Advertising Corporation of America in Holyoke, Mass.

The other piece is the format of a paid ad that we put in the newspaper, titled "An Open Letter To Our Community". I believe both pieces provide adequate detail of the issues and outline of the strike. The most pressing situation is, first, financial support and, secondly, the scabs.

I believe that the enclosed material should give you sufficient background to make a mailing to your affiliates requesting support including support on the picket line.

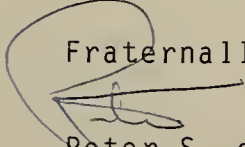
Strike support activities are being coordinated by Peter Teel. He is spending most of his time in Holyoke. We have a new Strike Headquarters and telephone number which should be in service by the time you receive this letter. (413/536-2823)

Financial support can be mailed directly to IUE Local 276, PO Box 2406, Holyoke, MA 01041 or to our office in Saugus.

If you have any questions, please don't hesitate to contact me.

Thank you for your cooperation and any support you can provide.

Fraternally,

  
Peter S. diCicco  
President

PSD:dmp

Enclosures





PETER S. diCICCO  
PRESIDENT  
JAMES D. FOLAN  
VICE PRESIDENT  
ROBERT S. SCOTT  
SECRETARY-TREASURER



NEW ENGLAND DISTRICT COUNCIL TWO  
INTERNATIONAL UNION of ELECTRONIC, ELECTRICAL,  
TECHNICAL, SALARIED and MACHINE WORKERS  
AFL - CIO

PAUL JENNINGS BUILDING  
335 Central Street, Saugus, Massachusetts 01906-2398 (617) 233-4807

August 29, 1986

Dear Brother/Sister:

Recently all of the Delegates from the IUE Local Unions across New England unanimously voted to apply our complete and full resources in support of your current strike against Advertising Corporation of America. That unanimous action, which represents the strength of 22,000 members across our 6-state region was the result of a report given by the President of your Local, Martha Dolat, supplemented by District Secretary-Treasurer Robert Scott and myself.

Those of you who have had the opportunity to actively picket at the plant gates probably have met several of our staff who have been assigned to assist in your strike, including International Representative Peter Teel. In addition, we are pleased to announce the opening of Strike Headquarters on the first floor, left, at 80 Race Street in Holyoke, a location which is just down the street from the plant. You should also be aware that we have filed for an injunction against the City of Holyoke to allow us to properly picket at the entrances of ACA rather than on the sidewalks outside the plant.

All of this additional activity and more stems from the evaluation that Bob Scott and I made during the negotiating session that we both directly participated in on August 20, 1986. That negotiating meeting was called by the Federal Mediator. Bob Scott and I joined your Local Committee and International Representative Bob Patti to lend whatever support and expertise we could. The meetings, both formal and informal, lasted a total of 3 hours. Representing the Company was the owner of ACA, John Leigh, along with his Attorney and Plant Manager. As part of the Union's opening statement, I stated that the Union was prepared to be flexible in trying to work out a settlement to the strike. I also advised John Leigh that Bob and I were there for the purpose of assisting and of evaluating the status of negotiations to determine to what extent we would be applying additional resources of the International Union and the District.

The Attorney for the Company then stated that they (the Company) had 3 major issues that needed to be addressed at the outset of our meeting. They were:

1. Health Insurance where he stated that the Company's position is that they would not pay the premium of \$193.78 for family coverage; they would only pay the amount of the premium for single coverage of \$76.66 for each employee. If an employee needed family coverage, it would have to be at their own expense which would be the difference between single and family coverage, an added amount of \$117.12 per month.
2. Vacation: the Company's position was that they did not

(more)



believe that any employee should have more than 4 weeks vacation and wanted the vacation schedule revised so that longer service people in the plant; that is, those with over 30 years of service would lose 2 weeks of vacation pay, and

3. Permanent Replacements (This was never discussed.)

Following a very brief recess, the Union asked the question as to whether or not the Company's position on Health Insurance had changed since the meetings that had been held previously. John Leigh stated that at one point during the negotiations, he was prepared to offer to pay \$153.32 (2 x \$76.66) towards family coverage for just certain employees, (he gave an example such as an employee whose spouse--husband or wife--was disabled or, where it could be documented, was unable to work for some reason), and that it would apply to only a few current employees and no future employees. He then stated that he was withdrawing that proposal officially from the negotiations, and that his position is that the Company would only pay the premium for single coverage for each employee.

Because we were surprised by John Leigh's withdrawal of that proposal, the Union requested that we recess the meeting. Both the Company and the Union made it clear that unless we would resolve the question of Health Insurance, which was one of the most important issues, it made no sense to try to continue. The Federal Mediator who had convened the meeting agreed.

The Mediator then suggested one possible way to get things moving in negotiations would be to have an informal meeting with the Company. Your Negotiating Committee agreed to such a meeting and, in fact, such a meeting was held.

During that meeting, I explored and offered several possible remedies to overcome the Health Insurance issue. All of those were rejected by John Leigh. He stood firm on the position he had taken during the formal negotiating session. The Federal Mediator then determined that there was no sense in continuing the negotiations and adjourned the meeting.

I understand that John Leigh has created several rumors trying to claim that the Union was at fault at negotiations. What I am reporting to you above is the truth of what happened. It was John Leigh who refused to make any movement at all. If you have any question about what transpired, ask your Local Negotiating Committee.

It became clear to Bob and I that this strike was not the result of the Union's Negotiating Committee being inflexible or unwilling to try to reach a resolution. Based on our observations, I called our International President, Bill Bywater, and requested that because the Local 276 Strike Fund had been used up, the International Union increase the amount of strike benefits from the International Union. Not only did International President Bywater approve that increase, he authorized the full resources of the International Union to support and win this strike.

As you are aware, Health Insurance is not the only issue involved.

(more)





Enclosed is an "Open Letter To Our Community" which is the format of an ad that will appear in the newspaper on Tuesday and Saturday. It outlines the other basic issues involved in this strike. There is no question that given the sacrifices that you as an employee of ACA have made over the last several years, that you have a valid and justifiable strike. John Leigh's position in negotiations, now that the Company is making money, is tantamount to outrageous and a total disregard for what you have already done for him.

You should also be aware that we will be writing to those who have chosen to become "SCABS" during this strike, appealing to them to please reconsider their position. I have enclosed a copy of the letter we are sending to them so that there can be no rumors or distortions of how we are appealing to them. We also believe the Company is guilty of an Unfair Labor Practice Charge because of "bad faith bargaining". We are confident that the National Labor Relations Board will agree with us, which means that those who have been hired as "scabs" cannot be retained as permanent replacements.

During the time that I was on the picket line, several people inquired as to what health benefits would be provided by the International Union. I have also enclosed, with the other material, what those benefits are. In the event you do have a need for health care during the strike, please contact your Local Officers for the appropriate forms to fill out.

In the meantime, I am sure you would like to know that Local Unions across New England have begun major fundraising activities to help support your strike benefits during the strike. Also, other IUE members will be joining you on the picket line, and we, from the District office in Saugus, will be doing everything possible to assure that you are successful in this strike.

In the meantime, if you have any questions, please don't hesitate to contact any of our staff, either at the District office or at your new Strike Headquarters. We have been advised by the telephone company that the telephone will be installed on Thursday, and you will be able to call directly to that number (536-2823).

In closing, I would only note that from our District office we see many strikes. There are none that have been more justified than the one you have been engaged in. You have done everything reasonable to help John Leigh make ACA a profitable company. His response now is to take more away, not because he is losing money, but because he wants to make more money at your further sacrifice.

That is basically what this strike is about. As long as you stay together and united, you will prevail simply because your fight is morally right and John Leigh is wrong.

In behalf of all of the 22,000 members of IUE in New England, I reiterate our pledge of support for as long as you need it.

Sincerely and fraternally,



Peter S. diCicco, President  
IUE New England District Two, AFL-CIO

PSD:dmk  
(enclosures)



## AN OPEN LETTER TO OUR COMMUNITY

Dear Friends and Neighbors:

We, as members of our community and as members of IUE Local 276, are currently on strike against **Advertising Corporation of America**. We are appealing to you, the people we live, work, and socialize with, for your support and help in our struggle.

### BACKGROUND TO OUR STRIKE

About four years ago, John Leigh purchased our company. Over those last four years he requested and we gave major concessions in our wages and benefits. We did this because the company was in financial difficulty. We started with a wage freeze, then went to a wage cut. Many of us even gave up our health insurance so he could **Save** money. But now, that company has turned the corner and is making money.

### STRIKE ISSUES

In spite of the fact that the company is now making profits, the current owner, John Leigh, is insisting on even further cuts that include:

- \* Discontinuance of paying for Family Health Insurance, a benefit many of us need for our families. (This would

increase the cost to each person who needs that coverage in the amount of \$117.12 per month).

- \* The cut-back of two weeks vacation for employees who have over 30 years of service and the elimination or cut back of any vacation for part-time seasonal employees.
- \* The abandonment of our historical disciplinary process which included consultation with the union to a new policy which eliminates any prior union consultation and worse yet, notification of an employee's discipline to their family at home. (A clear intrusion of an individual's privacy)
- \* The elimination of our subcontracting protection so that the company could subcontract work to other companys, here or in Hong Kong while laying off our own members. ( We currently have protection against indiscriminate subcontracting)
- \* Change our current contract to allow workers who are cross-trained on jobs and then assigned to higher paid work to only be paid a lower rate of pay.





- \* Other issues include the levels of our Sickness and Accident Benefits, Pensions, Life Insurance, etc.

### WAGES

The company has offered us a 5% increase in wages the first year of our contract and 4% in the second year, but their proposal to increase our cost for Family Health Insurance coverage of \$117.12, per month, more than wipes out that increase.

### OUR CURRENT SITUATION AND HOW YOU CAN HELP

We currently have 110 of our members on strike because we have done our share to help our company and John Leigh is not treating us fairly. And even worse, John Leigh is bringing in "Strike-Breakers" to take our jobs. We refer to such people as "SCABS". They want to replace those of us who are attempting to get a fair settlement from a company we made sacrifices for to make profitable. **We appeal to those people to leave our jobs and to please support our efforts.** To the remainder of our community, The community that we are part of, we ask and appeal for your support and your help. We believe you will agree that our struggle is for fairness and is deserving, particularly after the sacrifices we have made for over four years. **YOU CAN HELP BY PLEASE NOT TAKING OUR JOBS AND IF YOU KNOW SOMEONE WHO IS, PLEASE ASK THEM TO LEAVE THEM.**

Thank you.

C

# Virginia State A.F.L.-C.I.O.

Chartered by the American Federation of Labor and Congress of Industrial Organizations

3315 WEST BROAD STREET  
RICHMOND, VIRGINIA, 23230-5089

DAVID H. LAWS, President  
RUSSELL N. AXSOM, Vice-President  
DANIEL G. LeBLANC, Secretary-Treasurer



Phone: (804) 355-7444

September 5, 1986

Mr. Arthur R. Osborn, President  
Massachusetts AFL-CIO  
8 Beacon Street, Third Floor  
Boston, Massachusetts 02108

Dear Brother Osborn:

I express sincere appreciation for your support for the testimonial given to Ruth Colombo. Through your contribution we were able to purchase her a VCR and to distribute several free tickets to her dinner.

Ruth really appreciated the many letters and telegrams she received, and the dinner and tribute were an outstanding success.

Enclosed is a copy of our convention program book. I thought you might like to have one.

Thanks again.

Sincerely,

David H. Laws  
President

DHL:dir  
Enclosure  
OPEIU 334, AFL-CIO





**U.S. Department of Labor**

Office of Labor-Management Standards  
110 Tremont Street, Room 211  
Boston, Massachusetts 02108  
(617) 223-0915



Reply to the Attention of:

September 5, 1986

*Refer to  
Cannon  
p. 8-1*

George E. Carpenter, Jr.  
Secretary-Treasurer  
Massachusetts State Labor  
Council, AFL-CIO  
8 Beacon Street  
Boston, Massachusetts 02108

Dear Mr. Carpenter:

For many years a representative from this office has attended your annual conventions to meet members, answer questions and pass out literature on the Federal Labor Programs we administer.

On August 26th Investigator Paul Feeney from this office talked with Executive Vice President Joseph Lydon about having our representative and a table for literature at the Convention to be held at the Park Plaza Hotel in Boston on October 1 - 3, 1986. Mr. Lydon indicated that such arrangements would be approved and suggested we confirm them by writing to you.

Mr. Feeney will communicate with you before the end of September about this matter.

Thank you for your cooperation.

Sincerely,

*James E. Cannon*

James E. Cannon,  
Acting Area Administrator



Office of the Secretary  
1100 Pennsylvania Avenue, N.W.  
Washington, D.C. 20540  
Telephone: (202) 693-1414

September 2, 1988

George F. Lathrop, Jr.  
Secretary  
National Labor Relations Board  
1115 North 17th Street  
Nashville, Tennessee 37203

Dear Mr. Lathrop:

For this year's representative elections, the National Labor Relations Board (NLRB) is conducting a pilot program in which it will select the bargaining unit for the election. This program is being conducted in order to determine if it is feasible to conduct elections in this manner. The NLRB is currently conducting a pilot program in which it will select the bargaining unit for the election. This program is being conducted in order to determine if it is feasible to conduct elections in this manner. The NLRB is currently conducting a pilot program in which it will select the bargaining unit for the election. This program is being conducted in order to determine if it is feasible to conduct elections in this manner.

Thank you for your cooperation.

Sincerely,

James E. Donovan  
Assistant Secretary

MEMORANDUM

*Refer to  
Committee on  
F. E. C.*

TO: Members of the Committee on Finance and Facilities  
FROM: Carl E. R. Eck, Treasurer *CER*  
DATE: September 2, 1986

The Committee on Finance and Facilities will meet at the Alumni House, Loring Avenue, Salem, on Wednesday, September 10, 1986 beginning at 4:00 p.m.

The agenda will be distributed at the meeting.

CERE/bhr  
cc: Chairman Harrington  
President Amsler  
Ms. Sylvia Lundy







*The Commonwealth of Massachusetts*  
*Health Facilities Appeals Board*

**BOSTON UNIVERSITY SCHOOL OF LAW**

765 COMMONWEALTH AVENUE, 16TH FLOOR

BOSTON, MASSACHUSETTS 02215

FRANCES H. MILLER, CHAIRMAN

JOSEPHUS LONG

SUZANNE MERCURE

STEVEN TRINGALE \*

SAM CLUTTER, ADMINISTRATOR

353-2912

IF NO ANSWER 353-4421

Lahey Clinic Hospital, Inc. v. Department of Public Health

DoN Project No. 4-3224

---

Final Decision

This appeal to the Health Facilities Appeals Board ("Board") by the Lahey Clinic Hospital, Inc. ("Lahey") results from the Department of Public Health's ("Department") 6 May 1986 denial of Lahey's application for a determination of need. Lahey seeks to add 87 medical surgical beds and 4 operating rooms, and to establish a cardiac surgery program at its Burlington facility. Lahey requests the Board to remand the case for further proceedings based on the Department's alleged abuse of discretion with respect to Factors 2, 3, 6, and 7 applicable to determinations of need. 105 CMR 100.533 (B). No violations of applicable law or procedure are claimed. As all parties to this appeal are aware, no abuse of discretion will be found if substantial evidence can be found in the record to support the Department's decision. For the reasons cited below, the Board denies Lahey's appeal.

This DoN application, No. 4-3224, is Lahey's second attempt to expand its facility. The 1982 application was denied by the Department on 2 May 1983 based upon Lahey's noncompliance with six of the eight factors governing approvals for DoNs, and on 20 September 1983, this Board denied Lahey's appeal from that decision. In September of 1983, Lahey submitted another application seeking approval for 150 medical/surgical beds (revised to 87 medical/surgical beds on 1 December 1984), 4 operating



rooms, and the transfer of a cardiac surgical service from New England Deaconess Hospital to its Burlington facility. On 6 May 1986 the Department denied that application based upon Lahey's noncompliance with four of the eight factors governing approval of DoNs. This appeal results from that denial.

DoN applicants must prove by clear and convincing evidence that their applications satisfy all eight factors set forth in 105 CMR 100.533 (B) governing approval of DoNs. The factors cited as reasons in the Department's 1986 denial involve:

Factor 2 - Health Care Requirements

Factor 3 - Operational Objectives

Factor 6 - Reasonableness of Expenditures and Costs

Factor 7 - Relative Merit

The underlying issue in this appeal is whether, and under what conditions, a health facility should be permitted to add new acute care beds to a health care system which is already seriously overbedded. The Department has substantiated a surplus of 59 such beds within Lahey's subarea and of 634 beds within a 15 mile radius of Lahey. In essence, the Department found that the demand which Lahey physicians have generated within the Lahey facility for additional acute care beds does not provide a sufficient basis for finding need for such beds in the area as a whole. Despite the dispute over the exact number of beds to be identified as surplus and over the potential impact of HMO membership on the need for beds, the Board holds that the Department's determination that there was no need for the project is supported by substantial evidence.

The core disagreement between Lahey and the Department involves a policy matter which this Board has no authority to second guess. The Department has decided that the demand for medical care as delivered by Lahey in its service area is not the most relevant consideration for determining need. Thus with respect to factors 2 and 3, the Department found that adding capacity to Lahey would duplicate services available elsewhere and would have an adverse impact on other institutions in the





area by decreasing their patient base. Whether this makes sense as a policy decision is not for the Board to say, so long as the Board finds, as we do, substantial evidence to support such a conclusion in the record. Staff Summary at 13-14.

With respect to factor 6 involving the Reasonableness of Expenditures and Costs, the record contains ample evidence upon which the Department could find that total costs to the system of implementing Lahey's application would be excessive. Staff Summary at 23. Rate Setting Commission Study at 2-8. Regardless of disagreement over the Rate Setting Commission's methodology for calculating costs, adding acute care beds to an overbedded region adds expenses to the health care system as a whole, at least for the short run. The fact that reimbursement methodologies can and do change over time does not invalidate the basic thrust of the Rate Setting Commission's cost projections on a proposal with the magnitude of this one. With respect to Lahey's application to add a cardiac surgery unit to its Burlington facility, the current availability of cardiac surgery in nine other programs in the region supports the Department's finding that there would be further duplication of cost if a determination of need were granted. Staff Summary at 20 and 24.

With respect to factor 7, Relative Merit, the record amply supports the Department's finding that Lahey engaged in no meaningful efforts to explore the availability of alternative arrangements to avoid duplication of services, despite the apparent willingness of nearby hospitals to cooperate. Staff Summary at VII-15. HSA IV Staff Analysis, Appendix 8. Lahey obviously and understandably seeks to consolidate and expand all of its operations at its Burlington campus, but Lahey's desires are not necessarily synonymous with maximizing total patient welfare in the Commonwealth. The Department did not abuse its discretion by finding that Lahey's application failed to satisfy factor 7.

In summary, there is substantial evidence in the record to support the Department's finding that Lahey failed to prove by clear and convincing evidence that it satisfied factors 2, 3, 6, and 7 required for a determination of need. Lahey's appeal from the Department's denial of its determination of need is therefore DENIED.



Health Facilities Appeals Board

September 5, 1986

All parties are by this denial notified of the right to judicial review of this decision under G.L. c.30A S14.

\*Steven Tringale was present at the hearing but took no part in deciding this appeal.



✓  
The School of Industrial Relations

761 HARRISON AVENUE  
BOSTON, MASSACHUSETTS 02118

Registrar

EDWARD F. BOYLE, S.J.  
Co-ordinators

Sponsored by  
THE LABOR GUILD  
Archdiocese of Boston  
536-8440  
536-9440

August 29, 1986

Friends:

The hostile anti-labor climate continues to demand that the labor community expand the number and skill level of informed, committed union members. On the last day of September, the Labor Guild will start its 68th school term in its on-going effort to contribute its share to the education of the Massachusetts labor community.

As always, we attempt to provide courses that would be helpful to both leadership and rank-and-file. This term, we continue to offer education on the key tasks at the heart of union life: Labor Law, Steward Training, Negotiating, and Parliamentary Procedure. In addition, there are courses on the new Workers' Comp Law, Health Care, and Labor History.

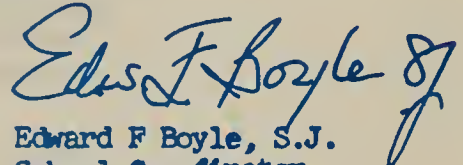
To provide a broader context for those already in leadership positions, we will offer a special course on The 1986 Labor Scene, in which respected scholars and labor professionals will lead discussions on key issues presently confronting organized labor.

As a low tuition school, we do not have funds for a large advertising campaign. We rely on you to see that the word is passed among your membership. Many local unions have made a practice of urging officers and members to attend and have agreed to pay the small tuition for their own people who enroll — perhaps your Local can do that. We are continuing to hold the total cost at \$50.

In Solidarity,



Joseph C Faherty, Registrar  
President, Utility Workers #387

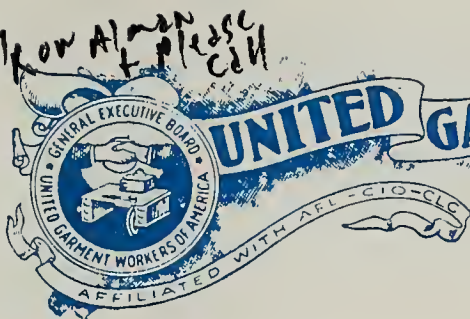


Edward F Boyle, S.J.  
School Coordinator





copy from Alan  
r. please call



UNITED GARMENT WORKERS OF AMERICA



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CALVINA S. LITTLE, Gen. Secy.-Treas.

TELEPHONE  
615/889-9221

4207 LEBANON ROAD • HERMITAGE, TN 37076

August 26, 1986

Arthur R. Osborn, President  
George E. Carpenter, Jr., Secy.-Treas.  
MASSACHUSETTS AFL-CIO  
8 Beacon Street, Third Floor  
Boston, Massachusetts 02108

Dear Sirs and Brothers:

On October 1, 1986, your convention will commence in Boston. May you know that the United Garment Workers of America's best wishes are with you, and we are cheering "in the wings" for every positive step that you take in your deliberations.

Elections, though often spirited, are truly a solemn occasion as one's faith is being placed in another's ability to lead. Our wish is that your union delegates cast their best votes in order that the Massachusetts AFL-CIO continues to grow with continued quality leadership.

Again, our very best wishes,

Fraternally,

*William O'Donnell*  
William O'Donnell  
General President

*Calvina S. Little*  
Calvina S. Little  
General Secretary-Treasurer

WOD:mb  
ugwa #1, afl-cio-clc



# American Federation of Labor and Congress of Industrial Organizations



815 Sixteenth Street, N.W.  
Washington, D.C. 20006  
(202) 637-5000

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Larry L. Dugan, Jr.  
Gene Upshaw

August 27, 1986

Mr. Arthur R. Osborn, President  
Massachusetts AFL-CIO  
8 Beacon Street, 3rd Floor  
Boston, MA 02108

Dear President Osborn:

The lockout by USX (formerly U.S. Steel) of more than 22,000 Steelworkers is a challenge and threat to the entire labor movement.

Can you have this message brought to the delegates of your up-coming convention?

If so, we can provide:

- \* speakers from the United Steelworkers
- \* literature that can be easily reproduced
- \* sample resolutions

Let us know what you need and when by contacting Frances Kenin in my office at 202/637-5130.

Thank you.

Fraternally,

Charles McDonald, Director  
Department of Organization  
& Field Services

DW/dp







NATIONAL ASSOCIATION OF BROADCAST EMPLOYEES & TECHNICIANS

8 THAYER STREET, SUITE 2B, BOSTON, MA 02118 (617) 350-7921

August 29, 1986

Arthur Osborn, President  
Massachusetts AFL-CIO  
8 Beacon Street  
Boston, MA 02108

Dear Sir and Brother;

I am writing regarding the making of political commercials by local politicians.

As you may already know, I wrote a number of candidates for public office on June 23rd, advising them of the NABET 15 membership and the fact that virtually all commercials made in this area are done by our membership. I wrote to the following candidates:

Michael Dukakis  
Gerald D'Amico  
Evelyn Murphy  
James Shannon  
Joanne Shotwell  
George Bachrach  
Mel King  
Clark Abt  
Joe Kennedy  
James Roosevelt

I received a response from only one candidate's office.

The series of spots that had been done earlier for Governor Dukakis by Cinemagraphics, Inc. has brought this matter to light. We were able to temporarily solve our problems for those series of commercials...and only those commercials. Since that time, I've been negotiating with the two principals of Cinemagraphics, in an attempt to sign a contract before the next series of spots comes up. I had thought the company was serious about signing a contract. I no longer believe that is true.

Neither one of the company officials showed up for our August 7th meeting. We did meet on the 13th for 90 minutes, but company officials cancelled the next two sessions, August 20th and 27th. Now, I am told that in addition to the Governor, both Gerald D'Amico and Joe DeNucci have hired Cinemagraphics to do their spots.



Arthur Osborn  
Page 2

If these candidates for public office support organized labor in this state, and are supported by organized labor in this state, now is a perfect time, it seems to me, for them to show it. Certainly these candidates have been with us in the past. But how can any of them (with the exception of DeNucci, who hadn't set up a campaign office at the time) claim they didn't know about union people who make TV spots? That was why I wrote them in the first place.....I didn't want to have to go through all this now.

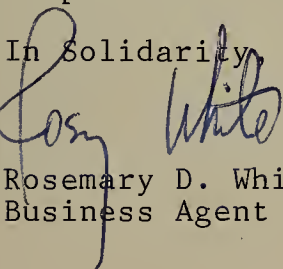
I believe NABET 15 and Cinemagraphics are very close to agreeing to a collective bargaining agreement. I am prepared to do whatever is necessary to make a contract happen with this company. If these candidates want to show, once again, their support for labor, it would be most helpful if they told the company, and very soon, they won't shoot one foot of film until a contract is signed. The Primary is almost here. Maybe Mr. D'Amico and Mr. DeNucci's spots have already been shot.

This all comes at the time when we're trying to collect thousands of dollars in back wages from a company called Century III Teleproductions. That company said on Tuesday, "The checks are in the mail." So far, no one has seen any dough. It has been a frustrating few weeks.

I am anxious to hear what can be done to resolve this situation. Please call me at the NABET office at 350-7921, or at IDEAL IMAGES at 491-5885.

Despite the continuing battles, I hope you've had a good summer.

In Solidarity,



Rosemary D. White  
Business Agent



# Joe Kennedy CONGRESS

---

CITIZENS FOR JOE KENNEDY  
P.O. Box 846, Kendall Square Branch  
Cambridge, MA 02142  
617-494-0086

June 26, 1986

Rosemarie D. White  
Business Agent,  
NABET 15  
8 Thayer Street  
Suite 2B  
Boston, Massachusetts 02118

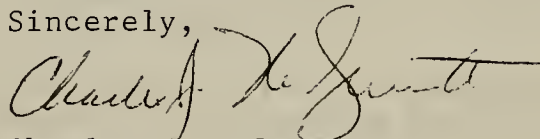
Dear Ms. White:

Thank you for your letter of June 23 regarding NABET Local 15. I appreciate your interest in providing us with political TV spots.

At present, we are in the process of preparing our media campaign for Joe Kennedy. I would appreciate it if you would send me additional information about your organization.

Again, thank you for your letter, and I will be in touch with you during the coming weeks.

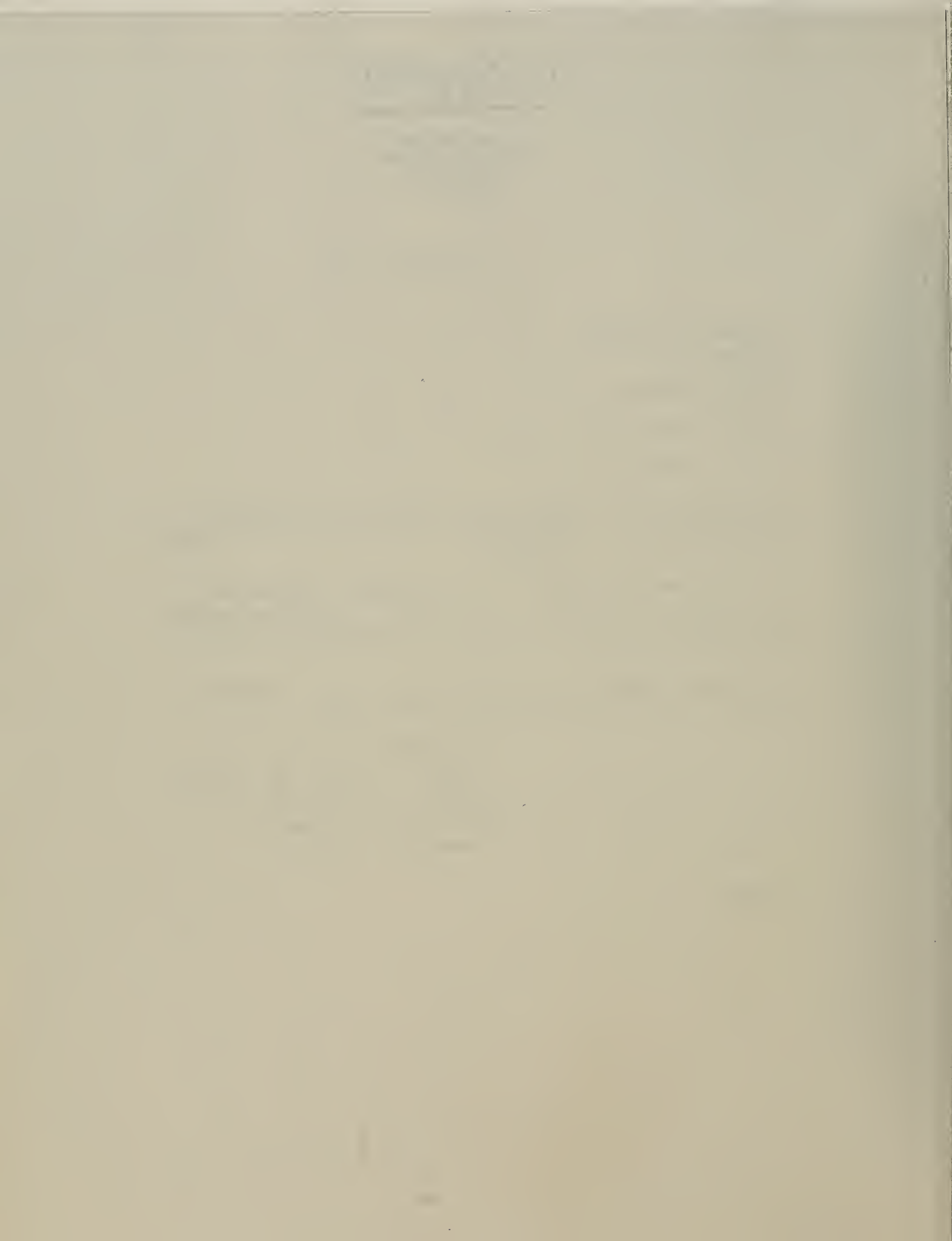
Sincerely,



Charles J. McDermott  
Campaign Director

CJM:bk





# NABET 15

NATIONAL ASSOCIATION OF BROADCAST EMPLOYEES & TECHNICIANS

8 THAYER STREET, SUITE 2B, BOSTON, MA 02118 (617) 350-7921

August 1, 1986

COPY

Charles J. McDermott  
Campaign Director  
Citizens for Joe Kennedy  
P. O. Box 846, Kendall Square Branch  
Cambridge, MA 02142

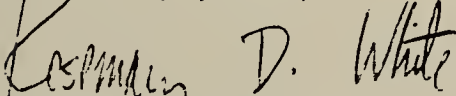
Dear Mr. McDermott:

Thank you for your letter of June 26th regarding the use of NABET 15 members on Mr. Kennedy's upcoming political advertisements.

As I explained in my original letter, the Boston/New England members of NABET 15, now more than 110-strong, make up the crews on virtually every commercial shot in the area. We represent the Directors of Photography, the Gaffers, the Grips, Property Masters, Set Builders, Wardrobe/Stylists, Script Supervisors, Hair/Make-Up, Lighting Directors, Still Photographers, VTR operators, etc. When it comes to commercial production in New England, the members of NABET 15 are making them.

I have enclosed a copy of our Commercial contract for your reference. Because of Mr. Kennedy's strong commitment to the working men and women in this country, our membership is hopeful your campaign will choose a local company to make your political spots which has signed a contract with our Local Union, covering wages, hours and working conditions. If you have any questions about a particular production company, whether it be it's current contractual status or its past history with our membership, please don't hesitate to call me.

Sincerely yours,



Rosemary D. White  
Business Agent

cc: John Van Eyck, B.M.  
Arthur Osborn, Massachusetts AFL-CIO

# REPORT

ON THE PROGRESS OF THE WORK DURING THE YEAR 1904

BY

THE

COMMISSIONERS OF THE

LAND OFFICE

PRESENTED TO THE HOUSE OF COMMONS

IN THE YEAR 1905

# Joe Kennedy CONGRESS

---

CITIZENS FOR JOE KENNEDY  
P.O. Box 846, Kendall Square Branch  
Cambridge, MA 02142  
617-494-0086

August 11, 1986

Rosemary D. White  
Business Agent  
NABET 15  
8 Thayer Street  
Suite 2B  
Boston, Massachusetts 02118

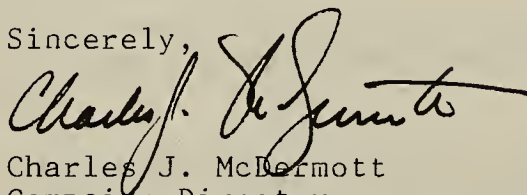
Dear Ms. White:

I received your recent letter, and I want to thank you for sending me a copy of your Commercial contract.

I will keep your information on file for referral and contact you if we require additional information.

Thanks once again for your continued interest.

Sincerely,



Charles J. McDermott  
Campaign Director

CJM:bk

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*The Commonwealth of Massachusetts*  
*Executive Office of Economic Affairs*  
*One Ashburton Place -- Room 2101*  
*Boston, Ma. 02108*

*Communicator*  
*M. E. C.*

MICHAEL S. DUKAKIS  
GOVERNOR

JOSEPH D. ALVIANI  
SECRETARY

TELEPHONE:  
(617) 727-8380

M E M O R A N D U M

TO: Innovation Advisory Committee  
FROM: Joseph D. Alviani  
RE: STATUS REPORT  
DATE: August 29, 1986

As summer draws to a close, I want to update you on the status of activity of our committee.

In July we held three very successful seminars, each one moderated by Governor Dukakis and attended by 80 or so people. I am especially grateful for the attendance and contributions of so many of you.

We are now in the home stretch, working toward the completion of our final report to the Governor. A draft will reach you by Friday, September 12, for your consideration, review and comment.

The final full committee meeting has been scheduled for Tuesday, September 16, from 8:30 to 10:30 a.m at the Park Plaza Hotel, Boston. Please note that this is a new date for this meeting. Any additional comments and suggestions will be incorporated immediately thereafter. Presentation of the final report to the Governor is tentatively scheduled for Friday, September 19.

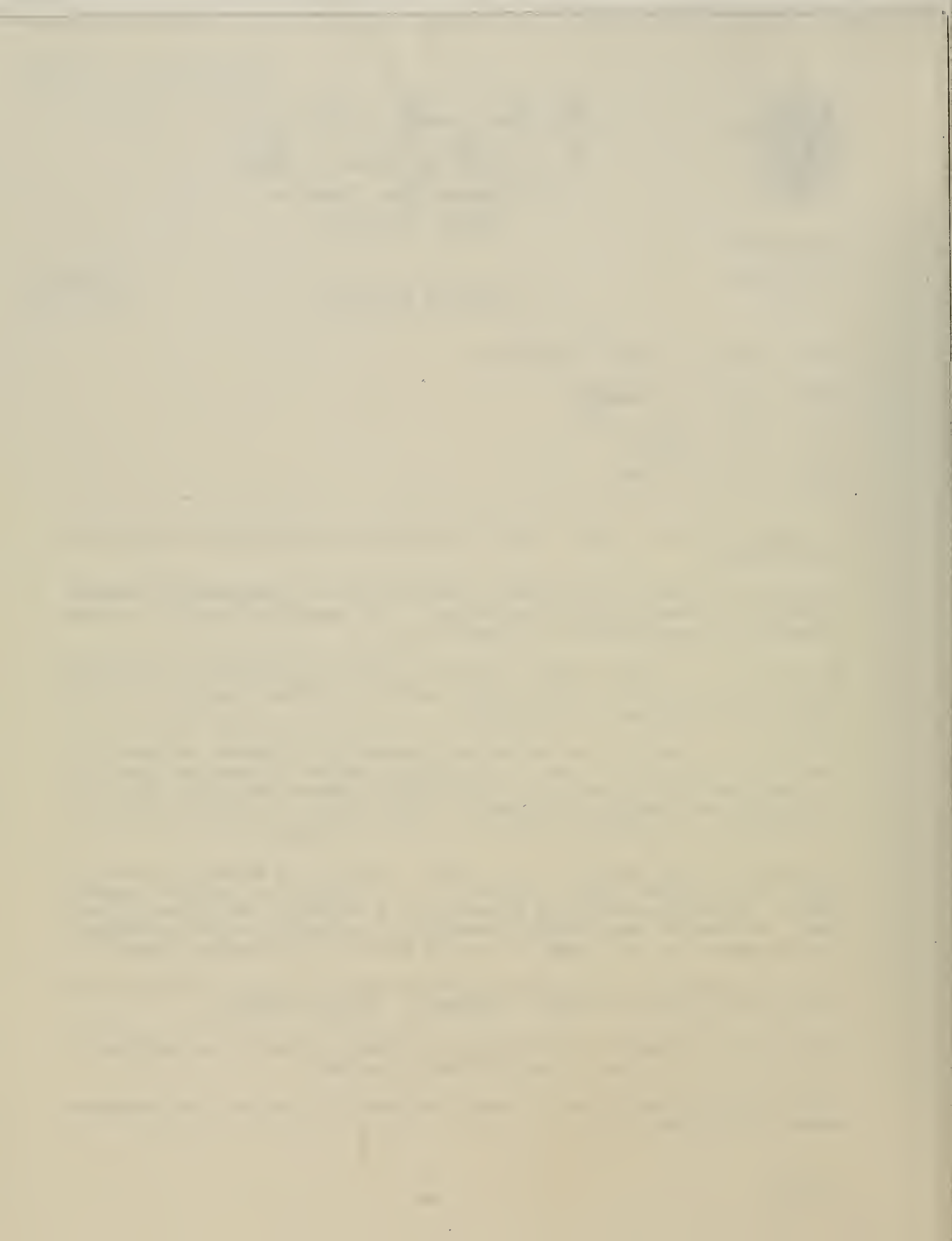
I realize that the timetable is very tight. However, the Governor is making a major policy address Monday, September 22, on innovation and the economic future. He will be emphasizing innovation in a variety of activities all that week. The seminars were extremely beneficial in helping to shape his thoughts for the speech, and he is eager to have the benefit of our completed report.

I am very pleased with our collective efforts thus far and know I can count on you to work with me as we seek to complete our important mission.

If you have any thoughts or questions at this point, please do not hesitate to contact me, Eric Van Loon or Judith Gilbert on my staff.

I look forward to seeing you on Tuesday, September 16, for our final committee meeting. Thank you.

JDA:jcg



**JIM**  
**Roosevelt**  
**CONGRESS**

*Refer to  
Communication  
M.E.C.*

August 29, 1986

George E. Carpenter, Jr.  
Sec-Treas., Mass. AFL/CIO  
8 Beacon Street, 3rd Floor  
Boston, MA 02108

*George*  
Dear Mr. Carpenter,

I would like to take this opportunity to let you know I appreciate the Massachusetts AFL/CIO not endorsing a candidate in the primary.

I look forward to working with you in the future, either in Congress or as an active member of the Democratic Party.

Best Wishes,

*Jim*  
James Roosevelt, Jr.

JR/ng

# Ilse H. H. H.

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C  
copy to  
6/1/80



## Independent Federation of Flight Attendants

630 Third Avenue, New York, New York 10017

(212) 697-0654

September 1, 1986

Massachusetts AFL-CIO  
8 Beacon Street  
Boston, MA 02108

Dear Brothers & Sisters:

Thank you so much for your thoughtful letter and your generous contribution to help the Flight Attendants at TWA. The support and assistance of the Officers and Members of your organization has been inspirational.

We are an example of the fight of the 80's. The issue is more than mere economics and a fair contract. The issue is whether Carl Icahn, corporate raider, whose interest is massive corporate acquisition, can use deregulations as an excuse to abuse the discrimination laws, labor laws and safety laws. It is truly a question of conscience.

While we have offered unconditionally to return to work, Carl Icahn is refusing to allow us back. On May 21, the TWA Flight Attendants rejected by a 97.5% margin the latest company proposal which included every single pay and work rule concession --not one compromise. It also included a "back to work agreement" which would virtually insure (by demands to change the seniority system, furlough and recall system, merger protection agreement, and other provisions) that the striking Flight Attendant work force would never return to work.

Our fight has not ended. We are still committed to our original goals -- a contract that we can live with and to ensure that our members return to work.

We have called an International "Boycott of Conscience" against TWA and are appealing to Congress, stockholders, and the public. Your continued support and assistance is very much needed and very much appreciated.

Thank you again.

Sincerely,

Vicki Frankovich  
President

LP1





*Copy to Marlowe*



MARLOWE & COMPANY

September 2, 1986

Mr. Arthur Osborn  
Massachusetts AFL-CIO  
8 Beacon Street-3rd Floor  
Boston, MA 02108

Dear President Osborn:

Running a successful state federation political action program takes time, effort and money. A lot of money. If your plans over the next few months include building or replenishing your political action funds, please remember: Direct mail works.

A well-planned, carefully targeted direct mail program can help bring in needed money for immediate campaign expenses and get-out-the-vote drives . . . build a core list of activists who will provide on-going financial support to the federation's funds . . . develop a cadre of campaign volunteers . . . and persuade voters to support labor-endorsed candidates.

Now is the time to begin your direct mail plans.

A successful direct mail program takes time to implement. Working with you and your staff to develop the most persuasive appeal, our firm can provide a wide range of services including:

- \* Developing a direct mail plan with specific goals and timetables;
- \* Designing direct mail packages and writing direct mail copy;
- \* Providing an effective, computerized list management system to keep track of donor, volunteer and voter prospects;
- \* Providing laser printing services so that your letters can be personalized and their messages customized.

Marlowe & Company, a full-service public affairs firm, has designed and implemented direct mail PAC fund-raising and grassroots lobbying campaigns for labor clients. And we would like to put our experience to work for your state federation.

As you prepare for the upcoming elections, let us show how we can help. Simply call or write, and I will be glad to tell you more about the services we provide.

Sincerely,

*Christopher Anders*  
Christopher Anders





*The Commonwealth of Massachusetts*

HOUSE OF REPRESENTATIVES  
STATE HOUSE, BOSTON 02133

REP. JOSEPH K. MACKEY  
30TH MIDDLESEX DISTRICT  
23 JAKES STREET  
SOMERVILLE, MA 02145  
TEL. 623-5249

ROOM 138, STATE HOUSE  
BOSTON, MA 02133  
TEL. 722-2396

Committees on  
Judiciary  
Taxation

LEGISLATIVE AND ADMINISTRATIVE  
AIDE  
RALPH M. WILLEY

September 3, 1986

Mr. Arthur Osborn, President  
Massachusetts/AFL-CIO  
8 Beacon Street  
Boston, MA 02108

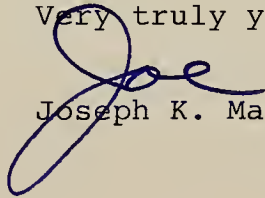
Dear Arthur:

Thank you for your letter of August 28, 1986 notifying me of the AFL-CIO Committee on Political Education endorsement.

Somerville, the district I represent, is a strong AFL-CIO community, and I look forward to working with you in the future on behalf of my constituents.

Should I be able to assist you in any way in the future, please do not hesitate to contact me.

Very truly yours,

  
Joseph K. Mackey

JKM/km

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MARIE E. HOWE  
31ST MIDDLESEX DISTRICT  
19 PEMBROKE STREET  
SOMERVILLE, MASSACHUSETTS

*C* The Commonwealth of Massachusetts  
House of Representatives  
Assistant Majority Leader  
State House, Boston

Committee on Rules,  
Commerce and Labor  
and Member of  
John F. Kennedy  
Memorial Commission

September 2, 1986

Arthur R. Osborn, President  
Massachusetts/AFL-CIO  
8 Beacon Street  
Boston, MA 02108

Dear Arthur:

Thank you and all your members for your endorsement of my candidacy for the Massachusetts House of Representatives.

I greatly appreciate this endorsement and would like you to convey my sentiments to your membership.

With best wishes, I remain

Sincerely yours,

A handwritten signature in cursive script that reads "Marie Howe".

MARIE E. HOWE  
State Representative



✓

FEINBERG & FELD P. C.

ATTORNEYS AT LAW

GERALD A. FELD  
MICHAEL A. FEINBERG  
ROBERT M. SCHWARTZ  
AARON D. KRAKOW

OF COUNSEL

SCOTT E. CHARNAS  
JAMES R. ROSENGRANZ

September 2, 1986

Mr. Arthur Osborn  
President  
Massachusetts AFL-CIO  
8 Beacon Street  
Boston, MA 02108

Dear Arthur:

I just want to compliment you on the Labor Day article  
you wrote for the Boston Globe. I thought it was very well  
written.

Yours very truly,

*Robert M. Schwartz*

Robert M. Schwartz

RMS:dk

## ORIGINAL ARTICLES

THE

AMERICAN MEDICAL ASSOCIATION  
535 N. Dearborn St., Chicago, Ill.

THE

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535 N. Dearborn St., Chicago, Ill.

# American Federation of Labor and Congress of Industrial Organizations

## EXECUTIVE COUNCIL



815 Sixteenth Street, N.W.  
Washington, D.C. 20006  
(202) 637-5000

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August 26, 1986

## MEMORANDUM

TO: Research Directors

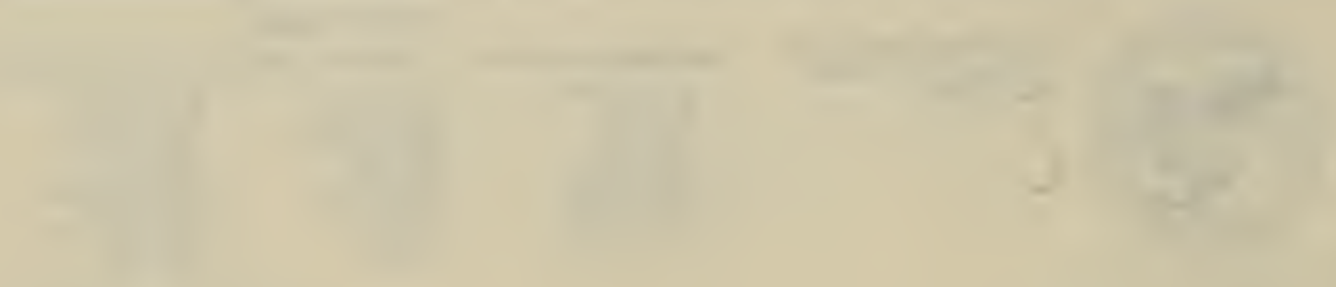
FROM: Rudy Oswald *R.O.*

SUBJECT: Proposed Tax Reform Act of 1986

Attached please find for your information Highlights of the 1986 Tax Reform Act.

RO/jb  
opeiu #2, afl-cio





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Page 1

Page 1

## HIGHLIGHTS OF THE 1986 TAX REFORM ACT

### Tax Rate Tables

Single Filer			Joint Filers			Head of Household		
If Your Income Is Over This Bracket:	You Will Pay a Base Tax of:	Plus This Percent Of Amount Over the Bracket	If Your Income Is Over This Bracket:	You Will Pay a Base Tax of:	Plus This Percent Of Amount Over the Bracket	If Your Income Is Over This Bracket:	You Will Pay a Base Tax of:	Plus This Percent Of Amount Over the Bracket
<b>Current Law, 1986</b>			<b>Current Law, 1986</b>			<b>Current Law, 1986</b>		
\$ 0	\$ 0	0%	\$ 0	\$ 0	0%	\$ 0	\$ 0	0%
2,480	0	11%	3,670	0	11%	2,480	0	11%
3,670	130.90	12%	5,940	249.70	12%	4,750	249.70	12%
4,750	260.50	14%	8,200	520.90	14%	7,010	520.90	14%
7,010	576.90	15%	12,640	1,170.50	16%	9,390	654.10	17%
9,170	900.90	16%	17,270	1,879.30	18%	12,730	1,421.90	16%
11,650	1,297.70	18%	21,800	2,694.70	22%	16,190	2,044.70	20%
13,920	1,708.30	20%	26,550	3,739.70	25%	19,640	2,734.70	24%
18,190	2,160.30	23%	32,270	5,169.70	28%	25,360	4,107.50	28%
19,640	2,953.80	26%	37,980	6,768.50	33%	31,080	5,709.10	32%
25,360	4,441.00	30%	49,420	10,543.70	38%	36,600	7,539.50	35%
31,080	8,157.00	34%	64,750	16,369.10	42%	46,240	11,543.50	42%
36,600	6,101.60	36%	92,370	27,989.50	45%	65,390	18,746.50	45%
44,780	11,134.20	42%	118,050	39,525.50	49%	66,270	29,042.50	48%
59,670	17,366.00	48%	175,250	87,553.50	50%	118,870	42,770.50	50%
88,270	31,118.00	50%						
<b>Conference Proposal, 1987</b>			<b>Conference Proposal, 1987</b>			<b>Conference Proposal, 1987</b>		
\$ 0	\$ 0	11%	\$ 0	\$ 0	11%	(Figures not yet available from the Joint Committee on Taxation)		
1,600	196	15%	3,000	330	15%	<b>Conference Proposal, 1988</b>		
16,600	2,446	28%	28,000	4,080	28%	\$ 0	\$ 0	15%
27,000	5,304	35%	45,000	6,640	35%	25,288	3,793	28%
56,000	15,454	38.5%	90,000	24,590	36.5%			
<b>Conference Proposal, 1988</b>			<b>Conference Proposal, 1988</b>					
\$ 0	\$ 0	15%	\$ 0	\$ 0	15%			
17,850	2,678	26%	29,750	4,463	26%			

Source: Joint Committee on Taxation

### Personal Exemptions

The personal exemption, now \$1,080, would increase to \$1,900 in 1987, \$1,950 in 1988 and \$2,000 in 1989. These amounts are indexed for inflation in subsequent years.

The benefit of the 15 percent bracket and personal exemptions would be phased out for upper-income taxpayers starting with taxable income above \$71,900 on a joint return. These phaseouts would effectively make the top marginal rate for these individuals 33 percent. Married couples will not be able to escape this by filing separate returns.

### Standard Deduction

The standard deduction would increase to \$5,000 on joint returns, \$4,400 for unmarried heads of household, \$3,000 for single individuals, and \$2,500 for married individuals filing separately. Under current law, the zero-bracket amount, which is the equivalent of the standard deduction, is \$3,670 on joint returns, and \$2,480 for single returns and heads of households.

### Elderly and Blind

People 65 years old or over and blind taxpayers would receive an extra standard deduction, instead of an extra personal exemption, which they receive under current law. Single individuals would receive an extra \$750 and married people an extra \$600.



### **Earned Income Credit**

This credit would be enhanced to help more low-income parents and to provide a bigger benefit to the poorest. The maximum credit would be \$800 and would be phased out between incomes of \$9,000 and \$17,000. Under current law, the credit is a maximum \$550 and is phased out between incomes of \$6,500 and \$11,000.

Abolished:

Two Earner Deduction (up to \$3,000 for working married couples)  
State Sales Tax Deduction  
Non-Home Interest Deductions  
Unemployment Insurance Exclusion (currently untaxed if couple's income is below \$18,000 - single below \$12,000)  
Income Averaging  
Charitable Deductions for Non-Itemizer  
Special rate for Capital Gains  
Dividend Exclusion  
Political Contribution Credit  
Investment Tax Credit

### **Special Pension and IRA**

Starting in 1987, an individual would be able to deduct the full \$2,000 a year for a contribution to an IRA only if neither the taxpayer nor his or her spouse is covered by a qualified employer-retirement plan, such as a regular pension, a 401(k) plan, a Keogh plan or a tax-sheltered annuity.

If either spouse did have such a plan, then an income test would apply. Couples with adjusted gross income of under \$40,000 would be able to deduct the full \$2,000 (plus \$250 for a nonworking spouse) but the amount they could deduct would be reduced for income above that and would be totally phased out at \$50,000. A single person with income under \$25,000 could deduct the full \$2,000, but this would be reduced above that and would phase out completely at \$35,000.

However, all interest earned on IRA accounts would still be fully tax-deferred, and a person ineligible to deduct all or part of his initial \$2,000 contribution (plus the spousal \$250) still could make the contribution on a nondeductible basis and pay no tax on the interest until retirement.

### **401(k) Plans**

The amount of money an employee could put into a tax-deferred 401(k) on-the-job savings plan would be limited to \$7,000 a year (starting in 1987) and later increased to keep pace with inflation; at present up to \$30,000 is possible in some cases. These 401(k) plans for state and local government employees would not be allowed unless the plan started by May 6, 1986. Such plans could remain in effect and enroll new workers, if they started before that date.

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A \$9,500 annual limit would be imposed on employee contributions to tax-sheltered annuities permitted for certain teachers and employees of hospitals and other tax-exempt organizations. In general, such workers would be permitted to continue putting 20 percent of their pay into an annuity, but the dollar amount would be limited to \$9,500.

Workers in firms with "simplified employee pension plans" — often small businesses — would be able to contribute part of their salaries to it voluntarily under terms generally similar to those for 401(k)s. At present only the employer can make contributions.

### **Social Security Offset**

In single-employer pension plans (about 30 million workers are in such plans), the face value of the final pension could not be reduced by more than 50 percent in cases where a so-called Social Security offset provision is in effect.

The new rules would not apply to so-called multi-employer plans (about 7 million participants) which, in any event, are rarely integrated.

### **Five-year Vesting**

Single-employer plans, including pensions, profit-sharing and stock bonus plans, would be required to vest all participants after five years of service; most employees are in plans using a 10-year vesting rule.

An alternative formula would allow vesting at 20 percent after completion of two years of service, increasing 20 percent each subsequent year until 100 percent vesting is obtained after seven years of service. Under current law, employees often have to wait as long as 10 years to be completely vested.

### **Early Retirement**

The current law allows companies to pay out up to \$75,000 a year from funded pension plans to those who retire at age 55 and up to \$90,000 for those who retire at 62.

The new bill, however, rather than setting an amount, based the permissible payout on actuarial tables. The Senate Finance Committee estimated the maximum payout at age 55 at \$38,700; at 60, \$57,900; at 62, \$68,600, and at 65, \$90,000. The limit would remain at \$90,000 for 65-year-olds.

### **Federal Employees and Other Contributory Plans**

The bill repeals a special rule under which many federal, state and local government employees could withdraw their own contributions to a pension plans within three years after retiring, without incurring any tax.

That provision is effective as of July 1 of this year.



## Other

Rules governing coverage for pension and retirement plans of various types would be tightened so that employers could not use them easily to finance benefits to top employees while excluding large groups of lower-paid.

Income averaging rules in various retirement plans for lump-sum distributions received by persons leaving the job before age 59½ would be tightened to reduce the tax benefit. The 10-year income averaging provision would be reduced to five.

## Education and Legal Services

The bill also extends through the end of 1987 the tax-free treatment of prepaid legal services and educational assistance provided for employers.

## Provisions Affecting Businesses

	CONFERENCE BILL	CURRENT LAW
Corporate tax rate	34% top rate; 2 lower rates on income up to \$75,000	46% top rate; 4 lower rates on income up to \$100,000
Investment tax credit	Repealed	6% to 10%
Depreciation	Less generous than current law for equipment; much less generous for real estate	Accelerated
Autos	5 years, 200% front-loaded	3 years, 150% front-loaded
Manufacturing equipment	7 years, 200% front-loaded	5 years, 150% front-loaded
Commercial real estate	31.5 years, straight line	19 years, 175% front-loaded
Business meals and entertainment	80% deductible; no deduction for stadium skyboxes	Fully deductible
Oil and gas	One-year write-off for most intangible drilling costs	One-year write off for intangible drilling costs
Bank bad debt reserves	Deductible only for banks with less than \$500 million in assets	Deductible
Timber	Retains most timber write-offs	One-year write-off of most costs of growing trees
Research and development	Extend credit for 3 years	25% credit on incremental R&D; expired Dec. 31, 1985

## Industry Impact

Businesses considered winners under the conference bill:	Businesses considered losers under the conference bill:
Electronics	Real estate
Publishing	Banks
Retailing	Property and casualty insurance
Life insurance	Utilities
Oil drilling	Steel
Consumer products companies	Chemical industry
Tobacco manufacturers	Textile industry
	Copper industry



### Summary of Income Tax Examples

Examples of the proposal's effect on various income categories show:

- \* Very low income families (\$9,000 with two children) benefit substantially (+\$783) from the earned income credit (1988).
- \* Middle-income families (\$25,000 to \$40,000) who itemize (and are buying a home) do slightly better in 1987 than in 1988. Their savings in 1988 range from \$26 to \$882 in our specific examples - versus \$159 to \$1011 in 1987.
- \* High income earners (\$135,000) save \$3,111 as home owners and \$4,138 as renters in 1987 and \$5,766 and \$7,661 respectively in 1988 - assuming no current shelters that are affected.
- \* Single earners would generally do better, with a single worker (rentor) at \$60,000 saving \$2,227 in 1988.
- \* Loss of IRA's affects the proposal's net result, causing tax increases for many families - particularly if they have no dependent children.

**Note:** Assumptions are based upon charitable contributions of 2 percent, generally no IRA deductions, average home mortgage interest payments, consumer interest payments based upon average payments for each income bracket, average state and local taxes and property taxes with sales taxes equal to 17 percent of all state and local taxes, union dues of \$350 a year, and no child care credits -- which were unchanged in the bill.



# THE HISTORY OF THE

## REIGN OF KING CHARLES THE FIRST

BY SAMUEL JOHNSON

IN TEN VOLUMES. VOL. I.

LONDON: Printed by J. DODD, in Pall-mall.

1720.

THE HISTORY OF THE

REIGN OF KING CHARLES THE FIRST

BY SAMUEL JOHNSON

IN TEN VOLUMES. VOL. I.

TABLE I: EFFECT OF CONFERENCE COMMITTEE REPORT ON SELECTED TAXPAYERS

08/22/86

Assuming Average Mortgage Payments and Consumer Interest Unless Otherwise Indicated.

ITE-										----- TAX LIABILITY -----				CONFERENCE REPORT	
FAMILY	MARITAL	SPOUSES	EXEMP-	CHILD S & L	CHAR-	IRA	UNION	CURRENT	CONFERENCE REPORT	MINUS CURRENT LAW	1987	1988	1987	1988	
INCOME	STATUS	EARNINGS	TIONS	CARE TAXES	Y/N	ITY	Y/N	DUES	LAW	1987	1988	1987	1988	1987	1988
-----															
-- FAMILIES BUYING THEIR HOMES															
4	25,000	M	10,000	4	NA	8.72%	Y	2%	N	350	1,774	1,605	1,722	(169)	(52)
5	25,000	M	NA	2	NA	8.72%	Y	2%	N	350	2,329	2,170	2,303	(159)	(26)
6	25,000	M	NA	4	NA	8.72%	Y	2%	N	350	1,941	1,605	1,722	(336)	(219)
7	33,000	M	13,000	4	NA	9.80%	Y	2%	N	350	2,861	2,551	2,673	(310)	(188)
8	33,000	M	13,000	2	NA	9.80%	Y	2%	N	350	3,336	3,116	3,253	(220)	(83)
9	33,000	M	NA	4	NA	9.80%	Y	2%	N	350	3,147	2,551	2,673	(596)	(474)
10	40,000	M	15,000	4	NA	9.80%	Y	2%	N	350	3,981	3,345	3,474	(636)	(507)
11	40,000	M	15,000	2	NA	9.80%	Y	2%	N	350	4,521	3,909	4,053	(612)	(468)
12	40,000	M	NA	4	NA	9.80%	Y	2%	N	350	4,356	3,345	3,474	(1,011)	(882)
13	50,000	M	20,000	4	NA	9.80%	Y	2%	N	350	5,671	4,724	4,659	(947)	(1,012)
14	50,000	M	20,000	2	NA	9.80%	Y	2%	N	350	6,275	5,775	5,738	(500)	(537)
15	50,000	M	NA	4	NA	9.80%	Y	2%	N	350	6,231	4,724	4,659	(1,507)	(1,572)
16	60,000	M	20,000	4	NA	9.80%	Y	2%	N	350	8,385	7,203	7,138	(1,182)	(1,247)
17	60,000	M	20,000	2	NA	9.80%	Y	2%	N	350	9,098	8,252	8,215	(846)	(883)
18	60,000	M	NA	4	NA	9.80%	Y	2%	N	350	9,045	7,203	7,138	(1,842)	(1,907)
19	100,000	M	40,000	2	NA	9.80%	Y	2%	N	350	18,336	17,274	15,689	(1,062)	(2,647)
20	135,000	M	50,000	2	NA	9.80%	Y	2%	N	350	31,539	28,428	25,773	(3,111)	(5,766)
-- FAMILIES RENTING THEIR HOMES --															
1	9,000	M	NA	4	NA	NA	N	0%	N	NA	(17)	(128)	(800)	(111)	(783)1/
2	14,000	M	7,000	2	NA	NA	N	2%	N	NA	893	860	765	(33)	(128)
3	20,000	M	NA	4	NA	NA	N	2%	N	NA	1,561	1,190	1,080	(371)	(481)
4	25,000	M	10,000	4	NA	8.72%	NNN	2%	N	NA	2,223	1,940	1,830	(283)	(393)
5	25,000	M	NA	2	NA	8.72%	NNN	2%	N	NA	2,814	2,510	2,415	(304)	(399)
6	25,000	M	NA	4	NA	8.72%	NNN	2%	N	NA	2,403	1,940	1,830	(463)	(573)
7	33,000	M	13,000	4	NA	9.80%	YNN	2%	N	350	3,730	3,140	3,030	(590)	(700)
8	33,000	M	13,000	2	NA	9.80%	YYN	2%	N	350	4,269	3,708	3,615	(561)	(654)
9	33,000	M	NA	4	NA	9.80%	YNN	2%	N	350	4,054	3,140	3,030	(914)	(1,024)
10	40,000	M	15,000	4	NA	9.80%	YYN	2%	N	350	5,205	4,076	4,080	(1,129)	(1,125)
11	40,000	M	15,000	2	NA	9.80%	YYN	2%	N	350	5,809	5,126	4,841	(683)	(968)
12	40,000	M	NA	4	NA	9.80%	YYN	2%	N	350	5,625	4,076	4,080	(1,549)	(1,545)
13	50,000	M	20,000	4	NA	9.80%	YYY	2%	N	350	7,608	6,534	6,469	(1,074)	(1,139)
14	50,000	M	20,000	2	NA	9.80%	YYY	2%	N	350	8,321	7,585	7,548	(736)	(773)
15	50,000	M	NA	4	NA	9.80%	YYY	2%	N	350	8,268	6,534	6,469	(1,734)	(1,799)
16	60,000	M	20,000	4	NA	9.80%	YYY	2%	N	350	10,579	9,115	8,995	(1,464)	(1,584)
17	60,000	M	20,000	2	NA	9.80%	YYY	2%	N	350	11,399	10,427	10,072	(972)	(1,327)
18	60,000	M	NA	4	NA	9.80%	YYY	2%	N	350	11,339	9,115	8,995	(2,224)	(2,344)
19	100,000	M	40,000	2	NA	9.80%	YYY	2%	N	350	24,723	22,597	20,605	(2,126)	(4,118)
20	135,000	M	50,000	2	NA	9.80%	YYY	2%	N	350	38,645	34,507	30,984	(4,138)	(7,661)
-- COUPLES WITH IRA'S AND BUYING THEIR HOMES															
1	40,000	M	15,000	2	NA	9.80%	YYY	2%	N	350	3,547	3,309	3,453	(238)	(94)
2	50,000	M	20,000	2	NA	9.80%	YYY	2%	N	350	5,157	5,775	5,738	618	581
3	60,000	M	20,000	2	NA	9.80%	YYY	2%	N	350	7,778	8,252	8,215	474	437

1/ THIS RETURN BENEFITTED FROM EARNED INCOME CREDIT



TABLE 1: EFFECT OF CONFERENCE COMMITTEE REPORT ON SELECTED SINGLE TAXPAYERS 08/22/86  
Assuming Average Consumer Interest

FAMILY INCOME	S & L TAXES	ITE-MIZE Y/N	CHAR-ITY	IRA Y/N	UNION DUES	TAX LIABILITY				CONFERENCE REPORT MINUS CURRENT LAW	
						CURRENT LAW	CONFERENCE REPORT 1987	CONFERENCE REPORT 1988	1987	1988	
--- RENTERS ---											
1 9,000	NA	NNN	0%	N	\$0	\$713	\$621	\$608		(\$92)	(\$105)
2 14,000	NA	NNN	2%	N	0	1,476	1,371	1,358		(105)	(118)
3 20,000	8.72%	NNN	2%	N	NA	2,696	2,271	2,258		(425)	(438)
4 25,000	8.72%	YYN	2%	N	350	3,827	3,486	3,294		(341)	(533)
5 30,000	8.72%	YYN	2%	N	350	5,062	4,743	4,694		(319)	(368)
6 35,000	9.80%	YYY	2%	N	350	6,352	6,093	5,917		(259)	(435)
7 40,000	9.80%	YYY	2%	N	350	7,811	7,626	7,158		(185)	(653)
8 45,000	9.80%	YYY	2%	N	350	9,484	9,199	8,416		(285)	(1,068)
9 50,000	9.80%	YYY	2%	N	350	11,056	10,701	9,642		(355)	(1,414)
10 55,000	9.80%	YYY	2%	N	350	12,935	12,273	11,103		(662)	(1,832)
11 60,000	9.80%	YYY	2%	N	350	14,822	13,856	12,595		(966)	(2,227)
--- HOMEOWNERS ---											
12 40,000	9.80%	YYY	2%	N	350	6,153	5,919	5,792		(234)	(361)
13 45,000	9.80%	YYY	2%	N	350	7,652	7,463	7,026		(189)	(626)
14 50,000	9.80%	YYY	2%	N	350	8,599	8,437	7,831		(162)	(768)
15 55,000	9.80%	YYY	2%	N	350	10,275	9,981	9,066		(294)	(1,209)
16 60,000	9.80%	YYY	2%	N	350	12,037	11,534	10,309		(503)	(1,728)

THE UNIVERSITY OF CHICAGO

THE UNIVERSITY OF CHICAGO				THE UNIVERSITY OF CHICAGO			
1911	1912	1913	1914	1915	1916	1917	1918
1919	1920	1921	1922	1923	1924	1925	1926
1927	1928	1929	1930	1931	1932	1933	1934
1935	1936	1937	1938	1939	1940	1941	1942
1943	1944	1945	1946	1947	1948	1949	1950
1951	1952	1953	1954	1955	1956	1957	1958
1959	1960	1961	1962	1963	1964	1965	1966
1967	1968	1969	1970	1971	1972	1973	1974
1975	1976	1977	1978	1979	1980	1981	1982
1983	1984	1985	1986	1987	1988	1989	1990
1991	1992	1993	1994	1995	1996	1997	1998
1999	2000	2001	2002	2003	2004	2005	2006
2007	2008	2009	2010	2011	2012	2013	2014
2015	2016	2017	2018	2019	2020	2021	2022